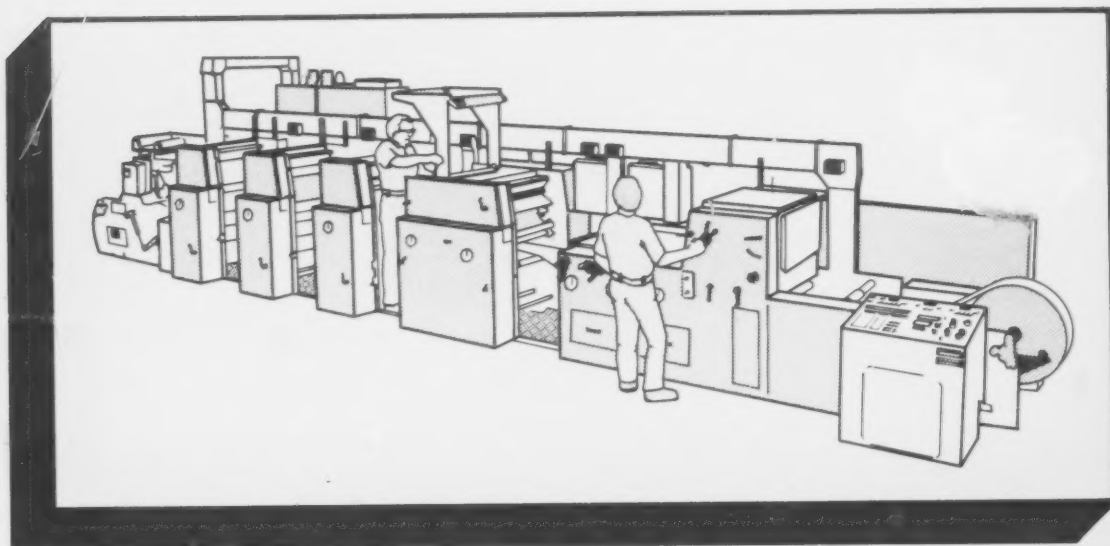


International Business Forms Industries, Inc.

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Production Employees Cost Survey



June 1990

1990 PRODUCTION EMPLOYEES COST SURVEY

Prepared at the direction of the IBFI
Economic and Market Research Committee

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1990 PRODUCTION EMPLOYEES COST SURVEY

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INTRODUCTION

The 1990 Production Employees Cost Survey was conducted in January and February of 1990. Questionnaires were mailed to approximately 250 forms manufacturing members of IBFI in the U.S. and Canada. A total of 81 companies participated, representing 104 forms manufacturing plants in the United States and 7 in Canada. A total of 5,716 production employees were covered by this survey.

Several new categories of jobs were added to the survey this year. They included "Other Composition Personnel" in the Prepress department, and Pack-to-Pack Press and Collator Operators.

The 104 plants responding to the survey from within the United States were divided into 6 geographic regions, based on the zip code location of the plant. The regions correspond fairly well with the Census districts listed by the U.S. Bureau of the Census. While there are nine Census districts, there are six listings in this report; New England and Middle Atlantic States are included in the Northeast report. Other combinations include South Atlantic and Southeast states, and Pacific and Mountain states in the West region. Appendix A lists a comparison of wages paid in 1990 and the previous surveys conducted in 1988 and 1986.

For each job title, except Supervisor, five different wage figures are reported for each region and the U.S. total. The first listing is the lowest starting minimum rate paid by any respondent to the survey. The second is the average starting minimum for all respondents; next, the average for all respondents is listed. Finally, the average maximum and the highest maximum of any respondent are listed. Next to the wage figure is a listing of the number of respondents on which the figure is based. No results are reported for categories in which there were less than 3 respondents.

For press operators, there are sometimes more responses than the number of companies because some companies paid different rates for different kinds of presses. In some cases, companies reported only an average, a maximum, or a minimum, so that the relationship between the average, maximum, and minimum averages for some of the smaller regions are sometimes slightly distorted.

The responses to the individual job titles are then sorted and listed separately by three digit zip code, beginning on page 23. Three digits were chosen (rather than all five) so that the identity of the individual respondents would not be disclosed.

Appendix B provides the questionnaire that was completed by survey participants. IBFI used the services of Association Research, Inc. of Rockville, Maryland to tabulate all data.

Survey Regions

<u>REGION</u>	<u>FIRST ZIP CODE DIGIT(S)</u>	<u>STATES</u>
Northeast	0, 1	Maine, New Hampshire, Vermont Mass., Connecticut, New York, New Jersey, Pennsylvania, Delaware, Rhode Island
S. Atlantic/	2, 3	Tennessee, Miss., Alabama, Georgia, Florida, Maryland, W. Virginia, Virginia, N. Carolina, S. Carolina
E. North Central	4, 60-63	Michigan, Illinois, Indiana Ohio, Kentucky, Missouri (partial)
W. North Central	5, 64-69	Montana, N. Dakota, S. Dakota, Minnesota, Iowa, Nebraska, Kansas, Wisconsin, Missouri (partial)
W. South Central	7	Oklahoma, Arkansas, Texas, Louisiana
West	8, 9	Washington, Oregon, California, Idaho, Nevada, Utah, Wyoming, Colorado, New Mexico, Arizona, Alaska, Hawaii

SUMMARY

The 104 United States plants responding to the survey had an average monthly wage bill per employee of \$1961. The regional figures ranged from a low of \$1712 per month in the South Atlantic and Southeast region up to a high of \$2267 per month in the West.

The survey covered wages paid on December 31, 1989, and asked respondents to compare rates with the preceding year. The average for all respondents was a 4.1% wage increase, with a 4.0% increase expected for December 31, 1990, over December 31, 1989. A wide range of plant sizes were included in the report, with an average of 52 production workers per U.S. plant. The Northeast region averaged 59 workers per plant, while the West region averaged 42 workers per plant.

A number of different jobs were listed at various plants as having the greatest turnover rate; the jobs listed ranged from material handlers to machine operators (including press operators). Overall, the job category of machine operator was the most frequently cited for high turnover. However, since the category of machine operator in the questionnaire includes press and collator operators as well as helpers, it is difficult to estimate the turnover rates for each of these positions. For the entire sample of U.S. plants, the labor turnover rate in 1989 averaged 19.3%.

Prepress jobs had average wages ranging from \$8.77 for the plate processor, up to \$9.94 for the negative technician. The press operator, at \$11.87 for the U.S. average, had the highest average rate, as expected. This figure was exactly \$.80 an hour more than the number reported for September 1, 1988, a little over one year before. There was a wide regional range, with press operators making just \$10.91 in the South Atlantic-Southeast region compared to \$13.50 in the West region.

For all U.S. companies, the percentage of plants with incentive bonuses increased from 28% in 1986 to 43% in 1988.

In Canada, press operators were paid a rate of \$16.93 in December of 1989; this figure is in Canadian dollars, as are all figures in the Canadian section. The monthly wage bill per employee was \$2,548 for the 7 Canadian plants included in this survey.

	1990	ALL U.S. PLANTS	NORTHEAST	SOUTH ATLANTIC AND SOUTHEAST	EAST NORTH CENTRAL
	Count	Average	Count Average	Count Average	Count Average
NUMBER OF PERSONNEL					
Prepress Personnel	(102)		(19)	(18)	(21)
Total		819	163	183	113
Average Per Company		8	9	10	5
Machine Operators Press Operators	(102)		(19)	(18)	(21)
Total		1,758	344	355	367
Average Per Company		17	18	20	17
Collator Operators	(102)		(19)	(18)	(21)
Total		817	196	155	153
Average Per Company		8	10	9	7
Collator/Press Helpers	(102)		(19)	(18)	(21)
Total		491	132	68	66
Average Per Company		5	7	4	3
Bindery & General Factory	(102)		(19)	(18)	(21)
Total		1,467	290	298	335
Average Per Company		14	15	17	16
Total Production Workers	(102)		(19)	(18)	(21)
Average Production Workers Per Company		5,352	1,125	1,059	1,034
Average Total Monthly Wage Paid Per Production Employee	(102)	1961	(19) 1946	(18) 1712	(22) 1923
WAGE INCREASES					
Most Recent Year (Dec 89 over Dec 88)	(99)	4.1%	(19) 4.2%	(18) 4.1%	(20) 4.5%
Next Year's Forecast Increase (Dec 90 over Dec 89)	(97)	4.0%	(19) 4.2%	(17) 4.0%	(20) 4.2%
LABOR TURNOVER					
Turnover Rate (Lost Employees/Tot. Prod. Emp.)	(102)	19.3%	(19) 22.9%	(19) 24.2%	(21) 19.9%
Greatest Turnover Job	(90)	Mach Oper.	(15) Mach Oper.	(18) Mach Oper.	(18) Mach Oper.

	WEST NORTH CENTRAL		WEST SOUTH CENTRAL		WEST		CANADA	
	Count	Average	Count	Average	Count	Average	Count	Average
NUMBER OF PERSONNEL								
Prepress Personnel	(13)		(9)		(22)		(7)	
Total		131		81		148		60
Average Per Company		10		9		7		9
Machine Operators Press Operators	(13)		(9)		(22)		(7)	
Total		219		141		332		137
Average Per Company		17		16		15		20
Collator Operators	(13)		(9)		(22)		(7)	
Total		112		66		135		66
Average Per Company		9		7		6		9
Collator/Press Helpers	(13)		(9)		(22)		(7)	
Total		75		72		78		16
Average Per Company		6		8		4		2
Bindery & General Factory	(13)		(9)		(22)		(7)	
Total		166		149		229		85
Average Per Company		13		17		10		12
Total Production Workers	(13)		(9)		(22)		(7)	
Average Production Workers Per Company		703 54		509 57		922 42		364 52
Average Total Monthly Wage Paid Per Production Employee	(13)	1906	(9)	1943	(21)	2267	(7)	2548
WAGE INCREASES								
Most Recent Year (Dec 89 over Dec 88)	(13)	4.2%	(9)	4.0%	(20)	3.3%	(7)	5.0%
Next Year's Forecast Increase (Dec 90 over Dec 89)	(12)	3.8%	(9)	3.9%	(20)	3.8%	(7)	5.1%
LABOR TURNOVER								
Turnover Rate (Lost Employees/Tot. Prod. Emp.)	(13)	11.8%	(9)	9.6%	(21)	18.8%	(7)	15.4%
Greatest Turnover Job	(12)	Mach Oper.	(9)	Mach Oper.	(18)	Mach Oper.	(5)	Mach Oper.

	1990 ALL U.S. PLANTS		NORTHEAST		SOUTH ATLANTIC AND SOUTHEAST		EAST NORTH CENTRAL	
	Count	Average	Count	Average	Count	Average	Count	Average
WORKING CONDITIONS SUMMARY								
Average Workweek Hours								
First Shift	(104)	40.6	(19)	39.9	(19)	42.6	(22)	39.8
Second Shift	(99)	40.9	(18)	40.3	(19)	43.1	(19)	39.7
Third Shift	(64)	39.3	(12)	39.3	(10)	38.3	(12)	39.3
Average Shift Differential								
Second Shift	(89)	\$0.41	(17)	\$0.63	(18)	\$0.31	(17)	\$0.37
Third Shift	(64)	\$0.54	(12)	\$0.82	(10)	\$0.45	(13)	\$0.48
Overtime Basis								
Typical Hours Minimum for Overtime to Begin								
Daily	(36)	8	(10)	8	(1)	8	(7)	8
Weekly	(74)	40.07	(9)	39.45	(18)	40.56	(16)	40.00
Overtime Rates								
Average Daily/Weekly Total Paying	(93)	1.51	(16)	1.50	(17)	1.53	(20)	1.50
Average Saturday Total Paying	(85)	1.52	(15)	1.53	(12)	1.54	(19)	1.50
Average Sunday Total Paying	(82)	1.84	(13)	1.85	(12)	1.63	(19)	1.84
Cost of Living Allowance (COLA)								
Percent Offering COLA	(100)	3.0%	(18)	0.0%	(19)	0.0%	(20)	5.0%
No COLA		97.0%		100.0%		100.0%		95.0%
Percent Offering Maternity Leave	(104)	70.2%	(19)	57.9%	(19)	68.4%	(22)	77.3%
		29.8%		42.1%		31.6%		22.7%
Percent Offering Day-care Program	(104)	1.9%	(19)	0.0%	(19)	0.0%	(22)	0.0%
		98.1%		100.0%		100.0%		100.0%

	WEST NORTH CENTRAL		WEST SOUTH CENTRAL		WEST		CANADA	
	Count	Average	Count	Average	Count	Average	Count	Average
WORKING CONDITIONS SUMMARY								
Average Workweek Hours								
First Shift	(13)	40.3	(9)	41.1	(22)	40.5	(7)	37.5
Second Shift	(13)	41.7	(9)	40.8	(21)	40.2	(7)	37.5
Third Shift	(10)	40.0	(7)	39.3	(13)	39.5	(6)	37.7
Average Shift Differential								
Second Shift	(12)	\$0.35	(9)	\$0.31	(16)	\$0.42	(7)	\$1.13
Third Shift	(10)	\$0.46	(7)	\$0.39	(12)	\$0.55	(6)	\$1.28
Overtime Basis								
Typical Hours Minimum for Overtime to Begin								
Daily	(3)	8	(1)	8	(14)	8	(6)	8
Weekly	(11)	40.00	(8)	40.00	(12)	40.00	(1)	37.50
Overtime Rates								
Average Daily/Weekly Total Paying	(13)	1.50	(7)	1.50	(20)	1.50	(5)	1.50
Average Saturday Total Paying	(11)	1.55	(9)	1.50	(19)	1.53	(6)	1.67
Average Sunday Total Paying	(11)	1.95	(9)	1.83	(18)	1.92	(6)	1.96
Cost of Living Allowance (COLA)								
Percent Offering COLA No COLA	(12)	0.0% 100.0%	(9)	11.1% 88.9%	(22)	4.5% 95.5%	(7)	0.0% 100.0%
Percent Offering Maternity Leave	(13)	84.6% 15.4%	(9)	77.8% 22.2%	(22)	63.6% 36.4%	(6)	50.0% 50.0%
Percent Offering Day-care Program	(13)	7.7% 92.3%	(9)	11.1% 88.9%	(22)	0.0% 100.0%	(6)	0.0% 100.0%

	1990 ALL U.S. PLANTS		NORTHEAST		SOUTH ATLANTIC AND SOUTHEAST		EAST NORTH CENTRAL	
	Count	Average	Count	Average	Count	Average	Count	Average
WAGE RATES								
PREPRESS PERSONNEL								
COPY ARTIST								
Lowest Starting Minimum	(29)	3.50	(4)	5.00	(5)	4.50	(5)	5.00
Average Starting Minimum	(29)	6.06	(4)	6.86	(5)	5.24	(5)	6.73
Average Rate	(28)	9.11	(4)	10.19	(4)	7.02	(4)	9.22
Average Maximum Rate	(30)	10.45	(4)	11.85	(5)	7.71	(5)	11.07
Highest Maximum Rate	(30)	15.60	(4)	15.60	(5)	8.66	(5)	13.00
DESK TOP PUBL/GRAPHICS								
Lowest Starting Minimum	(18)	5.00	(3)	6.85	(6)	5.00	0	NA
Average Starting Minimum	(18)	6.94	(3)	7.82	(6)	6.58	0	NA
Average Rate	(17)	9.73	(3)	10.53	(5)	8.77	0	NA
Average Maximum Rate	(18)	10.65	(3)	12.24	(6)	9.12	0	NA
Highest Maximum Rate	(18)	14.60	(3)	14.60	(6)	9.90	0	NA
LASER FORM COMPOSITION OPERATOR								
Lowest Starting Minimum	(25)	4.50	(4)	5.00	(10)	4.50	(1)	NA
Average Starting Minimum	(25)	6.34	(4)	7.61	(10)	5.78	(1)	NA
Average Rate	(23)	9.36	(3)	8.33	(7)	8.57	(1)	NA
Average Maximum Rate	(28)	10.50	(4)	12.10	(10)	9.24	(1)	NA
Highest Maximum Rate	(28)	15.19	(4)	15.19	(10)	12.00	(1)	NA
OTHER COMPOSITION PERSONNEL								
Lowest Starting Minimum	(33)	3.50	(6)	5.20	(8)	5.00	(5)	5.00
Average Starting Minimum	(33)	6.43	(6)	6.81	(8)	6.25	(5)	6.82
Average Rate	(30)	9.42	(4)	9.40	(7)	8.91	(5)	9.85
Average Maximum Rate	(31)	10.40	(4)	10.97	(8)	9.37	(5)	11.39
Highest Maximum Rate	(31)	14.06	(4)	14.06	(8)	11.40	(5)	13.00
NEGATIVE TECHNICIAN								
Lowest Starting Minimum	(65)	3.50	(14)	4.50	(14)	4.50	(8)	5.00
Average Starting Minimum	(65)	6.59	(14)	7.08	(14)	6.18	(8)	6.99
Average Rate	(60)	9.94	(13)	10.31	(11)	8.23	(6)	9.24
Average Maximum Rate	(68)	11.14	(14)	12.16	(15)	9.30	(8)	11.39
Highest Maximum Rate	(68)	16.00	(14)	15.53	(15)	12.00	(8)	16.00

	WEST NORTH CENTRAL		WEST SOUTH CENTRAL		WEST		CANADA	
	Count	Average	Count	Average	Count	Average	Count	Average
WAGE RATES								
PREPRESS PERSONNEL								
COPY ARTIST								
Lowest Starting Minimum	(4)	3.50	(2)	NA	(9)	5.00	(5)	8.16
Average Starting Minimum	(4)	5.17	(2)	NA	(9)	6.21	(5)	9.04
Average Rate	(5)	7.97	(2)	NA	(9)	9.82	(4)	12.55
Average Maximum Rate	(5)	9.92	(2)	NA	(9)	10.94	(5)	12.74
Highest Maximum Rate	(5)	11.10	(2)	NA	(9)	12.80	(5)	14.18
DESK TOP PUBL/GRAPHICS								
Lowest Starting Minimum	(1)	NA	(1)	NA	(7)	5.00	(1)	NA
Average Starting Minimum	(1)	NA	(1)	NA	(7)	6.78	(1)	NA
Average Rate	(1)	NA	(1)	NA	(7)	10.38	0	NA
Average Maximum Rate	(1)	NA	(1)	NA	(7)	11.40	0	NA
Highest Maximum Rate	(1)	NA	(1)	NA	(7)	13.72	0	NA
LASER FORM COMPOSITION OPERATOR								
Lowest Starting Minimum	(2)	NA	(3)	5.50	(5)	5.00	(5)	8.05
Average Starting Minimum	(2)	NA	(3)	5.62	(5)	6.33	(5)	11.01
Average Rate	(3)	9.83	(3)	9.78	(6)	10.18	(4)	14.52
Average Maximum Rate	(4)	11.00	(3)	9.93	(6)	11.32	(5)	16.40
Highest Maximum Rate	(4)	11.47	(3)	11.74	(6)	12.80	(5)	18.15
OTHER COMPOSITION PERSONNEL								
Lowest Starting Minimum	(4)	3.50	(4)	5.25	(6)	5.00	(2)	NA
Average Starting Minimum	(4)	5.74	(4)	6.39	(6)	6.46	(2)	NA
Average Rate	(4)	8.83	(4)	9.73	(6)	9.87	(2)	NA
Average Maximum Rate	(4)	10.84	(4)	9.76	(6)	10.68	(2)	NA
Highest Maximum Rate	(4)	12.34	(4)	12.12	(6)	12.80	(2)	NA
NEGATIVE TECHNICIAN								
Lowest Starting Minimum	(8)	3.50	(6)	5.25	(15)	4.50	(7)	7.00
Average Starting Minimum	(8)	5.96	(6)	6.39	(15)	6.72	(7)	9.88
Average Rate	(8)	9.96	(6)	9.84	(16)	11.11	(6)	14.66
Average Maximum Rate	(9)	11.03	(6)	9.97	(16)	12.35	(7)	15.23
Highest Maximum Rate	(9)	13.43	(6)	13.28	(16)	16.00	(7)	17.71

	1990 ALL U.S. PLANTS		NORTHEAST		SOUTH ATLANTIC AND SOUTHEAST		EAST NORTH CENTRAL	
	Count	Average	Count	Average	Count	Average	Count	Average
PLATE PROCESSOR								
Lowest Starting Minimum	(71)	3.50	(14)	5.00	(15)	4.50	(10)	5.00
Average Starting Minimum	(71)	6.08	(14)	6.26	(15)	5.81	(10)	5.82
Average Rate	(63)	8.77	(13)	9.34	(12)	7.62	(8)	8.47
Average Maximum Rate	(76)	9.63	(15)	10.15	(17)	8.04	(10)	9.12
Highest Maximum Rate	(76)	14.77	(15)	12.44	(17)	11.93	(10)	12.06
PROOFREADER								
Lowest Starting Minimum	(41)	3.50	(9)	5.00	(8)	4.89	(4)	5.00
Average Starting Minimum	(41)	6.36	(9)	6.78	(8)	5.97	(4)	6.10
Average Rate	(36)	9.23	(7)	9.43	(6)	8.54	(3)	9.56
Average Maximum Rate	(44)	10.26	(10)	10.45	(10)	9.41	(4)	11.19
Highest Maximum Rate	(44)	14.05	(10)	12.37	(10)	13.00	(4)	12.95
TYPESETTER								
Lowest Starting Minimum	(35)	4.50	(8)	5.00	(7)	5.00	(4)	5.00
Average Starting Minimum	(35)	6.58	(8)	7.30	(7)	6.58	(4)	5.94
Average Rate	(33)	9.70	(7)	9.65	(6)	8.90	(3)	8.94
Average Maximum Rate	(34)	10.88	(7)	11.60	(7)	9.97	(4)	10.69
Highest Maximum Rate	(34)	14.06	(7)	14.06	(7)	13.00	(4)	11.70
OTHER								
Lowest Starting Minimum	(22)	5.00	(4)	5.52	(4)	5.00	(5)	5.00
Average Starting Minimum	(22)	6.70	(4)	7.42	(4)	5.92	(5)	6.54
Average Rate	(22)	10.45	(4)	10.99	(2)	NA	(5)	11.63
Average Maximum Rate	(24)	10.23	(4)	11.52	(5)	9.20	(5)	9.82
Highest Maximum Rate	(24)	12.55	(4)	12.37	(5)	10.50	(5)	10.88

	WEST NORTH CENTRAL		WEST SOUTH CENTRAL		WEST		CANADA	
	Count	Average	Count	Average	Count	Average	Count	Average
PLATE PROCESSOR								
Lowest Starting Minimum	(9)	3.50	(9)	5.25	(14)	5.00	(7)	7.00
Average Starting Minimum	(9)	5.65	(9)	6.43	(14)	6.41	(7)	9.41
Average Rate	(9)	8.58	(8)	9.06	(13)	9.43	(6)	13.26
Average Maximum Rate	(11)	10.30	(9)	9.55	(14)	10.91	(7)	14.11
Highest Maximum Rate	(11)	12.92	(9)	11.74	(14)	14.77	(7)	17.71
PROOFREADER								
Lowest Starting Minimum	(5)	3.50	(4)	5.25	(11)	5.00	(7)	7.00
Average Starting Minimum	(5)	5.83	(4)	6.18	(11)	6.70	(7)	9.66
Average Rate	(5)	7.94	(4)	10.23	(11)	9.62	(5)	14.85
Average Maximum Rate	(5)	9.86	(4)	10.25	(11)	10.71	(7)	15.49
Highest Maximum Rate	(5)	12.34	(4)	12.12	(11)	14.05	(7)	17.71
TYPESETTER								
Lowest Starting Minimum	(4)	4.50	(4)	5.25	(8)	5.00	(3)	8.73
Average Starting Minimum	(4)	6.06	(4)	6.32	(8)	6.56	(3)	9.61
Average Rate	(5)	9.65	(4)	10.77	(8)	10.13	(3)	15.32
Average Maximum Rate	(4)	10.44	(4)	11.09	(8)	11.24	(3)	15.32
Highest Maximum Rate	(4)	11.58	(4)	13.23	(8)	13.72	(3)	15.80
OTHER								
Lowest Starting Minimum	(2)	NA	(2)	NA	(5)	5.00	(2)	NA
Average Starting Minimum	(2)	NA	(2)	NA	(5)	6.97	(2)	NA
Average Rate	(2)	NA	(2)	NA	(7)	9.98	(2)	NA
Average Maximum Rate	(2)	NA	(2)	NA	(6)	10.68	(2)	NA
Highest Maximum Rate	(2)	NA	(2)	NA	(6)	12.55	(2)	NA

	1990	ALL U.S. PLANTS	NORTHEAST		SOUTH ATLANTIC AND SOUTHEAST		EAST NORTH CENTRAL	
	Count	Average	Count	Average	Count	Average	Count	Average
MACHINE OPERATORS								
PRESS OPERATOR								
Percent Non-Union	(97)	80.4%	(18)	72.2%	(19)	100.0%	(20)	80.0%
Percent Union		19.6%		27.8%		0.0%		20.0%
Average Press Size (Largest Dimension, Inches)	(94)	18.3	(10)	17.7	(8)	18.5	(20)	17.3
Average Number of Colors	(127)	3.0	(17)	3.4	(13)	2.5	(32)	2.7
Lowest Starting Minimum	(178)	3.50	(30)	5.52	(29)	3.50	(40)	5.00
Average Starting Minimum	(178)	7.91	(30)	7.46	(29)	6.48	(40)	8.05
Average Rate	(168)	11.87	(30)	11.40	(22)	10.91	(35)	10.98
Average Maximum Rate	(181)	13.00	(29)	12.92	(31)	11.63	(40)	12.50
Highest Maximum Rate	(181)	18.00	(29)	17.40	(31)	14.95	(40)	18.00
COLLATOR OPERATOR								
Percent Non-Union	(96)	81.3%	(19)	73.7%	(19)	100.0%	(18)	83.3%
Percent Union		18.8%		26.3%		0.0%		16.7%
Lowest Starting Minimum	(118)	3.50	(22)	5.50	(21)	5.00	(24)	4.52
Average Starting Minimum	(118)	7.21	(22)	7.20	(21)	6.76	(24)	8.08
Average Rate	(110)	11.48	(21)	10.81	(16)	11.03	(20)	11.45
Average Maximum Rate	(119)	12.81	(21)	12.44	(22)	11.68	(24)	13.19
Highest Maximum Rate	(119)	18.00	(21)	16.80	(22)	14.68	(24)	18.00

	WEST NORTH CENTRAL		WEST SOUTH CENTRAL		WEST		CANADA	
	Count	Average	Count	Average	Count	Average	Count	Average
MACHINE OPERATORS								
PRESS OPERATOR								
Percent Non-Union	(11)	72.7%	(8)	87.5%	(21)	71.4%	(7)	42.9%
Percent Union		27.3%		12.5%		28.6%		57.1%
Average Press Size (Largest Dimension, Inches)	(19)	18.4	(6)	21.0	(31)	18.5	(11)	19.0
Average Number of Colors	(20)	3.0	(6)	3.7	(39)	3.3	(14)	2.8
Lowest Starting Minimum	(24)	3.50	(12)	6.00	(43)	5.00	(17)	6.50
Average Starting Minimum	(24)	6.47	(12)	8.77	(43)	9.64	(17)	11.78
Average Rate	(24)	11.29	(12)	12.43	(45)	13.50	(12)	16.93
Average Maximum Rate	(25)	12.79	(12)	13.11	(44)	14.57	(17)	18.19
Highest Maximum Rate	(25)	14.87	(12)	15.23	(44)	17.00	(17)	21.00
COLLATOR OPERATOR								
Percent Non-Union	(11)	72.7%	(8)	87.5%	(21)	71.4%	(7)	42.9%
Percent Union		27.3%		12.5%		28.6%		57.1%
Lowest Starting Minimum	(16)	3.50	(9)	5.88	(26)	5.00	(12)	6.50
Average Starting Minimum	(16)	6.35	(9)	6.97	(26)	7.40	(12)	10.57
Average Rate	(16)	10.75	(9)	11.62	(28)	12.64	(10)	15.15
Average Maximum Rate	(16)	12.43	(9)	12.50	(27)	13.99	(12)	16.64
Highest Maximum Rate	(16)	14.87	(9)	14.43	(27)	15.77	(12)	21.00

	1990	ALL U.S. PLANTS	NORTHEAST		SOUTH ATLANTIC AND SOUTHEAST		EAST NORTH CENTRAL	
	Count	Average	Count	Average	Count	Average	Count	Average
PRESS AND COLLATOR HELPERS								
Percent Non-Union	(65)	78.5%	(12)	75.0%	(12)	100.0%	(12)	75.0%
Percent Union		21.5%		25.0%		0.0%		25.0%
PRESS HELPERS								
Lowest Starting Minimum	(54)	3.50	(10)	4.50	(9)	4.50	(9)	5.00
Average Starting Minimum	(54)	6.27	(10)	5.79	(9)	6.14	(9)	6.94
Average Rate	(51)	7.87	(10)	7.58	(7)	7.49	(8)	8.51
Average Maximum Rate	(57)	8.74	(11)	8.74	(10)	8.07	(9)	9.29
Highest Maximum Rate	(57)	16.00	(11)	10.65	(10)	11.93	(9)	16.00
COLLATOR HELPERS								
Lowest Starting Minimum	(48)	3.50	(8)	4.50	(8)	4.25	(9)	5.00
Average Starting Minimum	(48)	6.03	(8)	6.00	(8)	5.55	(9)	6.87
Average Rate	(45)	7.52	(8)	7.49	(6)	6.45	(8)	7.85
Average Maximum Rate	(51)	8.44	(9)	8.52	(9)	7.33	(9)	8.53
Highest Maximum Rate	(51)	13.20	(9)	10.65	(9)	9.24	(9)	13.20
MACHINE OPERATOR- PACK-TO-PACK PRESS								
PRESS								
Lowest Starting Minimum	(21)	5.00	(2)	NA	(6)	5.00	(6)	5.00
Average Starting Minimum	(21)	6.06	(2)	NA	(6)	6.01	(6)	6.27
Average Rate	(19)	9.12	(2)	NA	(4)	8.45	(6)	8.65
Average Maximum Rate	(22)	10.26	(2)	NA	(6)	9.69	(6)	10.01
Highest Maximum Rate	(22)	13.36	(2)	NA	(6)	11.90	(6)	12.67
COLLATOR								
Lowest Starting Minimum	(19)	5.00	(3)	5.50	(5)	5.00	(6)	5.00
Average Starting Minimum	(19)	6.00	(3)	6.33	(5)	6.01	(6)	5.94
Average Rate	(16)	8.98	(3)	8.68	(4)	8.26	(5)	8.62
Average Maximum Rate	(20)	10.58	(3)	10.45	(5)	9.78	(6)	9.27
Highest Maximum Rate	(20)	15.77	(3)	13.00	(5)	13.18	(6)	12.20

	WEST NORTH CENTRAL		WEST SOUTH CENTRAL		WEST		CANADA	
	Count	Average	Count	Average	Count	Average	Count	Average
PRESS AND COLLATOR HELPERS								
Percent Non-Union	(9)	66.7%	(8)	87.5%	(12)	66.7%	(4)	25.0%
Percent Union		33.3%		12.5%		33.3%		75.0%
PRESS HELPERS								
Lowest Starting Minimum	(8)	3.50	(6)	5.36	(12)	5.00	(4)	8.05
Average Starting Minimum	(8)	5.54	(6)	6.65	(12)	6.54	(4)	9.60
Average Rate	(8)	7.14	(6)	8.36	(12)	8.17	(3)	11.21
Average Maximum Rate	(9)	8.43	(6)	8.75	(12)	9.09	(4)	11.63
Highest Maximum Rate	(9)	10.36	(6)	10.10	(12)	10.18	(4)	12.60
COLLATOR HELPERS								
Lowest Starting Minimum	(7)	3.50	(6)	4.98	(10)	5.00	(1)	NA
Average Starting Minimum	(7)	5.62	(6)	5.67	(10)	6.20	(1)	NA
Average Rate	(7)	7.23	(6)	7.98	(10)	7.86	0	NA
Average Maximum Rate	(8)	8.83	(6)	8.46	(10)	8.95	(1)	NA
Highest Maximum Rate	(8)	10.36	(6)	10.68	(10)	10.18	(1)	NA
MACHINE OPERATOR- PACK-TO-PACK PRESS								
PRESS								
Lowest Starting Minimum	(1)	NA	(3)	5.75	(3)	5.00	0	NA
Average Starting Minimum	(1)	NA	(3)	5.87	(3)	5.67	0	NA
Average Rate	(1)	NA	(3)	11.20	(3)	8.63	0	NA
Average Maximum Rate	(2)	NA	(3)	11.20	(3)	9.63	0	NA
Highest Maximum Rate	(2)	NA	(3)	12.30	(3)	11.00	0	NA
COLLATOR								
Lowest Starting Minimum	0	NA	(2)	NA	(3)	5.00	0	NA
Average Starting Minimum	0	NA	(2)	NA	(3)	5.86	0	NA
Average Rate	0	NA	(2)	NA	(2)	NA	0	NA
Average Maximum Rate	(1)	NA	(2)	NA	(3)	13.30	0	NA
Highest Maximum Rate	(1)	NA	(2)	NA	(3)	15.77	0	NA

	1990 ALL U.S. PLANTS		NORTHEAST		SOUTH ATLANTIC AND SOUTHEAST		EAST NORTH CENTRAL	
	Count	Average	Count	Average	Count	Average	Count	Average
OTHER FACTORY PERSONNEL								
FINISHING PERSONNEL								
Percent Non-Union	(84)	82.1%	(16)	75.0%	(18)	100.0%	(14)	85.7%
Percent Union		17.9%		25.0%		0.0%		14.3%
Lowest Starting Minimum	(79)	3.50	(15)	4.00	(17)	4.25	(14)	4.50
Average Starting Minimum	(79)	5.80	(15)	5.63	(17)	5.39	(14)	5.65
Average Rate	(73)	8.02	(14)	7.97	(14)	7.19	(11)	7.60
Average Maximum Rate	(82)	9.06	(15)	8.93	(18)	8.24	(14)	8.63
Highest Maximum Rate	(82)	15.77	(15)	12.16	(18)	10.60	(14)	10.50
MATERIALS HANDLING PERSONNEL								
Percent Non-Union	(93)	82.8%	(18)	72.2%	(18)	100.0%	(19)	84.2%
Percent Union		17.2%		27.8%		0.0%		15.8%
Lowest Starting Minimum	(87)	3.50	(17)	4.28	(16)	4.25	(19)	5.00
Average Starting Minimum	(87)	6.02	(17)	6.10	(16)	5.44	(19)	6.34
Average Rate	(81)	8.18	(16)	8.46	(13)	7.20	(17)	8.43
Average Maximum Rate	(91)	9.20	(17)	9.78	(18)	7.82	(19)	9.15
Highest Maximum Rate	(91)	13.69	(17)	13.20	(18)	9.00	(19)	13.69
MAINTENANCE PERSONNEL								
Percent Non-Union	(77)	85.7%	(13)	69.2%	(17)	100.0%	(18)	88.9%
Percent Union		14.3%		30.8%		0.0%		11.1%
Lowest Starting Minimum	(72)	3.50	(12)	5.52	(16)	5.50	(17)	4.75
Average Starting Minimum	(72)	7.93	(12)	7.78	(16)	7.25	(17)	7.68
Average Rate	(67)	11.75	(12)	11.25	(13)	11.15	(16)	11.62
Average Maximum Rate	(74)	12.68	(12)	13.08	(17)	11.66	(18)	12.29
Highest Maximum Rate	(74)	17.75	(12)	16.45	(17)	15.10	(18)	17.75

	WEST NORTH CENTRAL		WEST SOUTH CENTRAL		WEST		CANADA	
	Count	Average	Count	Average	Count	Average	Count	Average
OTHER FACTORY PERSONNEL								
FINISHING PERSONNEL								
Percent Non-Union	(11)	72.7%	(5)	80.0%	(20)	75.0%	(7)	42.9%
Percent Union		27.3%		20.0%		25.0%		57.1%
Lowest Starting Minimum	(10)	3.50	(5)	4.98	(18)	5.00	(7)	5.00
Average Starting Minimum	(10)	5.72	(5)	5.92	(18)	6.47	(7)	8.10
Average Rate	(10)	8.33	(5)	7.89	(19)	8.77	(6)	10.56
Average Maximum Rate	(11)	9.35	(5)	8.90	(19)	10.11	(7)	11.83
Highest Maximum Rate	(11)	12.92	(5)	14.35	(19)	15.77	(7)	15.10
MATERIALS HANDLING PERSONNEL								
Percent Non-Union	(12)	75.0%	(8)	87.5%	(18)	77.8%	(7)	42.9%
Percent Union		25.0%		12.5%		22.2%		57.1%
Lowest Starting Minimum	(11)	3.50	(8)	4.98	(16)	5.00	(7)	6.00
Average Starting Minimum	(11)	5.62	(8)	5.99	(16)	6.40	(7)	8.87
Average Rate	(10)	7.67	(8)	8.10	(17)	8.75	(6)	12.75
Average Maximum Rate	(12)	9.58	(8)	8.82	(17)	10.05	(7)	13.61
Highest Maximum Rate	(12)	11.53	(8)	11.12	(17)	11.85	(7)	15.00
MAINTENANCE PERSONNEL								
Percent Non-Union	(8)	62.5%	(7)	85.7%	(14)	92.9%	(5)	40.0%
Percent Union		37.5%		14.3%		7.1%		60.0%
Lowest Starting Minimum	(7)	3.50	(7)	6.25	(13)	5.00	(5)	9.02
Average Starting Minimum	(7)	7.79	(7)	8.76	(13)	8.84	(5)	12.46
Average Rate	(6)	11.04	(7)	12.36	(13)	12.97	(4)	16.23
Average Maximum Rate	(6)	12.04	(7)	12.68	(14)	14.35	(5)	18.01
Highest Maximum Rate	(6)	14.11	(7)	14.68	(14)	15.70	(5)	21.00

	1990	ALL U.S.		NORTHEAST		SOUTH ATLANTIC		EAST
	Count	Average	Count	Average	Count	Average	Count	Average
SUPERVISORS								
Composition								
Average Rate	(34)	14.00	(7)	14.62	(8)	13.00	(8)	13.60
Minimum Rate		8.40		9.22		8.40		9.83
Maximum Rate		22.00		22.00		19.23		16.40
Pre-Press								
Average Rate	(55)	14.97	(12)	16.03	(12)	13.19	(12)	13.51
Minimum Rate		8.37		11.00		8.37		9.83
Maximum Rate		19.38		19.15		19.33		16.40
Press								
Average Rate	(79)	16.46	(17)	16.73	(14)	14.93	(17)	16.62
Minimum Rate		11.20		12.00		11.83		11.31
Maximum Rate		28.64		28.64		18.37		20.77
Collator								
Average Rate	(61)	16.51	(14)	16.48	(11)	15.63	(14)	16.66
Minimum Rate		10.75		12.50		11.97		10.75
Maximum Rate		25.67		25.67		19.97		20.77
Bindery/Finishing								
Average Rate	(37)	13.82	(6)	13.83	(8)	13.33	(10)	12.77
Minimum Rate		8.03		10.00		9.00		8.03
Maximum Rate		21.20		21.20		16.29		17.00
Finished Goods/Warehouse								
Average Rate	(31)	14.61	(7)	15.50	(4)	11.79	(9)	13.35
Minimum Rate		7.75		10.65		7.75		8.50
Maximum Rate		19.76		19.38		15.30		19.76
Raw Materials/Warehouse								
Average Rate	(42)	14.07	(9)	14.69	(7)	12.38	(11)	14.07
Minimum Rate		6.90		7.80		9.00		10.00
Maximum Rate		19.76		19.38		16.29		19.76
Shipping								
Average Rate	(42)	13.68	(7)	15.08	(6)	10.76	(14)	12.51
Minimum Rate		7.45		7.80		7.45		7.53
Maximum Rate		19.76		19.38		14.42		19.76

	WEST NORTH CENTRAL		WEST SOUTH CENTRAL		WEST		CANADA	
	Count	Average	Count	Average	Count	Average	Count	Average
SUPERVISORS								
Composition								
Average Rate	(4)	14.38	(3)	15.19	(4)	14.42	(3)	18.39
Minimum Rate		8.65		12.50		10.85		17.00
Maximum Rate		19.38		17.55		16.00		20.14
Pre-Press								
Average Rate	(4)	17.25	(6)	14.55	(9)	17.16	(4)	20.22
Minimum Rate		15.82		12.24		15.91		18.02
Maximum Rate		19.09		18.33		19.38		22.99
Press								
Average Rate	(8)	16.33	(7)	16.73	(16)	17.30	(7)	21.05
Minimum Rate		12.74		13.43		11.20		19.18
Maximum Rate		18.72		19.50		20.19		24.67
Collator								
Average Rate	(5)	16.95	(7)	16.56	(10)	17.04	(6)	19.53
Minimum Rate		14.00		13.43		11.20		18.00
Maximum Rate		18.85		18.80		20.19		22.20
Bindery/Finishing								
Average Rate	(3)	16.75	(4)	15.14	(6)	13.87	(3)	19.74
Minimum Rate		15.00		9.05		10.30		18.00
Maximum Rate		18.72		18.33		18.27		22.99
Finished Goods/Warehouse								
Average Rate	(3)	17.44	(4)	15.51	(4)	15.72	0	NA
Minimum Rate		16.54		12.26		14.57		NA
Maximum Rate		18.94		17.55		18.46		NA
Raw Materials/Warehouse								
Average Rate	(5)	15.57	(6)	14.05	(4)	13.80	0	NA
Minimum Rate		12.00		10.55		6.90		NA
Maximum Rate		18.94		17.55		18.46		NA
Shipping								
Average Rate	(3)	17.44	(5)	14.74	(7)	14.76	(2)	NA
Minimum Rate		16.54		9.05		12.75		NA
Maximum Rate		18.94		17.55		18.46		NA

	1990	ALL U.S. PLANTS	NORTHEAST		SOUTH ATLANTIC AND SOUTHEAST		EAST NORTH CENTRAL	
	Count	Average	Count	Average	Count	Average	Count	Average
FRINGE BENEFITS								
Avg. Monthly Cost Per Employee	(95)	463	(19)	443	(16)	375	(20)	447
BENEFITS COVERED:								
Pension	(32)	30.8%	(8)	42.1%	(3)	15.8%	(8)	36.4%
Health Insurance	(101)	97.1%	(18)	94.7%	(19)	100.0%	(22)	100.0%
Disability Insurance	(79)	76.0%	(15)	78.9%	(14)	73.7%	(17)	77.3%
Profit Sharing	(53)	51.0%	(11)	57.9%	(12)	63.2%	(8)	36.4%
Major Medical	(94)	90.4%	(19)	100.0%	(18)	94.7%	(19)	86.4%
Dental Insurance	(72)	69.2%	(8)	42.1%	(16)	84.2%	(14)	63.6%
401 K	(47)	45.2%	(7)	36.8%	(11)	57.9%	(9)	40.9%
Life Insurance	(101)	97.1%	(19)	100.0%	(19)	100.0%	(22)	100.0%
Paid Rest Periods	(48)	46.2%	(8)	42.1%	(6)	31.6%	(9)	40.9%
IRA Plan	(4)	3.8%	(1)	5.3%	0	0.0%	(3)	13.6%
Maternity Leave								
Percent Offering	(104)	70.2%	(19)	57.9%	(19)	68.4%	(22)	77.3%
No Maternity Leave		29.8%		42.1%		31.6%		22.7%
Day Care Program								
Percent Offering	(104)	1.9%	(19)	0.0%	(19)	0.0%	(22)	0.0%
No Day Care		98.1%		100.0%		100.0%		100.0%
VACATION AND HOLIDAYS								
Avg Number of Paid Holidays Per Year	(103)	9.3	(19)	9.3	(19)	8.4	(21)	9.8
Years of Service to Earn Vacation:								
For 5 days:	(79)	0.9	(13)	0.9	(17)	0.8	(18)	0.9
For 10 days:	(103)	1.8	(18)	1.7	(19)	2.3	(22)	2.0
For 15 days:	(98)	7.1	(18)	6.7	(17)	10.1	(20)	6.8
For 20 days:	(67)	14.8	(10)	13.4	(9)	17.8	(14)	14.2

	WEST NORTH CENTRAL		WEST SOUTH CENTRAL		WEST		CANADA	
	Count	Average	Count	Average	Count	Average	Count	Average
FRINGE BENEFITS								
Avg. Monthly Cost Per Employee	(13)	370	(8)	572	(19)	592	(7)	299
BENEFITS COVERED:								
Pension	(3)	23.1%	(2)	22.2%	(8)	36.4%	(7)	100.0%
Health Insurance	(13)	100.0%	(8)	88.9%	(21)	95.5%	(7)	100.0%
Disability Insurance	(12)	92.3%	(6)	66.7%	(15)	68.2%	(7)	100.0%
Profit Sharing	(5)	38.5%	(5)	55.6%	(12)	54.5%	(1)	14.3%
Major Medical	(11)	84.6%	(8)	88.9%	(19)	86.4%	(7)	100.0%
Dental Insurance	(10)	76.9%	(5)	55.6%	(19)	86.4%	(6)	85.7%
401 K	(10)	76.9%	(4)	44.4%	(6)	27.3%	0	0.0%
Life Insurance	(12)	92.3%	(8)	88.9%	(21)	95.5%	(7)	100.0%
Paid Rest Periods	(7)	53.8%	(4)	44.4%	(14)	63.6%	(3)	42.9%
IRA Plan	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Maternity Leave								
Percent Offering	(13)	84.6%	(9)	77.8%	(22)	63.6%	(6)	50.0%
No Maternity Leave		15.4%		22.2%		36.4%		50.0%
Day Care Program								
Percent Offering	(13)	7.7%	(9)	11.1%	(22)	0.0%	(6)	0.0%
No Day Care		92.3%		88.9%		100.0%		100.0%
VACATION AND HOLIDAYS								
Avg Number of Paid Holidays Per Year	(13)	8.7	(9)	9.7	(22)	10.0	(6)	10.7
Years of Service to Earn Vacation:								
For 5 days:	(13)	0.8	(6)	0.8	(12)	0.9	(3)	0.5
For 10 days:	(13)	1.8	(9)	1.7	(22)	1.5	(5)	0.9
For 15 days:	(13)	7.0	(9)	7.2	(21)	5.3	(6)	3.7
For 20 days	(10)	14.9	(6)	16.2	(18)	13.9	(6)	10.0

	1990 ALL U.S. PLANTS		NORTHEAST		SOUTH ATLANTIC AND SOUTHEAST		EAST NORTH CENTRAL	
	Count	Average	Count	Average	Count	Average	Count	Average
BONUS INCENTIVE PLANS								
Plant has a Plan:	(103)	41.7%	(19)	52.6%	(19)	47.4%	(21)	38.1%
No Bonus:		58.3%		47.4%		52.6%		61.9%
Annual Amount / Employee	(31)	802	(8)	736	(6)	522	(5)	1115
Gain-Sharing	(13)	30.2%	(6)	60.0%	(1)	11.1%	(1)	12.5%
Individual Incentives	(18)	41.9%	(2)	20.0%	(3)	33.3%	(1)	12.5%
Profit Sharing	(20)	46.5%	(4)	40.0%	(4)	44.4%	(6)	75.0%
Pay for Knowledge (No. of Jobs)	(1)	2.3%	0	0.0%	0	0.0%	0	0.0%
Time Off Earned	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other	(4)	9.3%	(1)	10.0%	(1)	11.1%	(1)	12.3%
Personnel Covered in Incentive:								
Pre-Press Personnel	(27)	62.8%	(7)	70.0%	(7)	77.8%	(5)	62.5%
Press Operators	(27)	62.8%	(6)	60.0%	(7)	77.8%	(5)	62.5%
Collator Operators	(40)	93.0%	(9)	90.0%	(9)	100.0%	(8)	100.0%
Press/Collator Helpers	(30)	69.8%	(8)	80.0%	(7)	77.8%	(7)	87.5%
Finishing Personnel	(40)	93.0%	(9)	90.0%	(9)	100.0%	(7)	87.5%
General Factory Workers	(25)	58.1%	(5)	50.0%	(6)	66.7%	(7)	87.5%
Maintenance Workers	(25)	58.1%	(6)	60.0%	(6)	66.7%	(4)	50.0%
Type of Incentive Plan:								
Individual Daily Production	(1)	2.3%	0	0.0%	0	0.0%	0	0.0%
Individual Weekly Production	(2)	4.7%	0	0.0%	(1)	11.1%	0	0.0%
Safety Record	(6)	14.0%	0	0.0%	0	0.0%	0	0.0%
Total Department Productivity	(34)	79.1%	(9)	90.0%	(8)	88.9%	(7)	87.5%
Other	(2)	4.7%	0	0.0%	0	0.0%	(1)	12.5%

	WEST NORTH CENTRAL		WEST SOUTH CENTRAL		WEST		CANADA	
	Count	Average	Count	Average	Count	Average	Count	Average
BONUS INCENTIVE PLANS								
Plant has a Plan:	(13)	30.8%	(9)	44.4%	(22)	36.4%	(7)	28.6%
No Bonus:		69.2%		55.6%		63.6%		71.4%
Annual Amount / Employee	(3)	783	(4)	685	(5)	1038	0	NA
Gain-Sharing	(1)	25.0%	(2)	50.0%	(2)	25.0%	(1)	50.0%
Individual Incentives	(3)	75.0%	(4)	100.0%	(5)	62.5%	(1)	50.0%
Profit Sharing	(1)	25.0%	(2)	50.0%	(3)	37.5%	(1)	50.0%
Pay for Knowledge (No. of Jobs)	0	0.0%	0	0.0%	(1)	12.5%	0	0.0%
Time Off Earned	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%	(1)	12.5%	0	0.0%
Personnel Covered in Incentive:								
Pre-Press Personnel	(1)	25.0%	(2)	50.0%	(5)	62.5%	(1)	50.0%
Press Operators	(2)	50.0%	(2)	50.0%	(5)	62.5%	(1)	50.0%
Collator Operators	(3)	75.0%	(4)	100.0%	(7)	87.5%	(2)	100.0%
Press/Collator Helpers	(1)	25.0%	(2)	50.0%	(5)	62.5%	(1)	50.0%
Finishing Personnel	(3)	75.0%	(4)	100.0%	(8)	100.0%	(2)	100.0%
General Factory Workers	(1)	25.0%	(2)	50.0%	(4)	50.0%	(1)	50.0%
Maintenance Workers	(1)	25.0%	(2)	50.0%	(6)	75.0%	(1)	50.0%
Type of Incentive Plan:								
Individual Daily Production	0	0.0%	0	0.0%	(1)	12.5%	0	0.0%
Individual Weekly Production	0	0.0%	0	0.0%	(1)	12.5%	(1)	50.0%
Safety Record	(3)	75.0%	(2)	50.0%	(1)	12.5%	0	0.0%
Total Department Productivity	(1)	25.0%	(4)	100.0%	(5)	62.5%	(2)	100.0%
Other	(1)	25.0%	0	0.0%	0	0.0%	0	0.0%

SURVEY DATA BY ZIP CODE

COPY ARTIST

ZIP CODE	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
78	Non-Union	6.00	7.80	10.56
105	Non-Union	8.90	14.46	15.60
144	Non-Union	5.00	8.50	10.00
194	Non-Union	7.55	10.00	11.25
270	Non-Union	5.00		7.75
272	Non-Union	4.50	6.25	7.00
272	Non-Union	5.82	8.66	8.66
281	Non-Union	5.00	6.18	7.35
302	Non-Union	5.86	7.00	7.77
432	Non-Union	6.00	8.50	11.50
480	Non-Union	10.00	11.50	13.00
487	Union	6.13	7.55	9.83
530	Non-Union	5.55	11.10	11.10
531	Non-Union			10.55
537	Non-Union		6.00	
543	Non-Union	5.50	8.30	9.20
600	Non-Union	5.00		9.30
622	Non-Union	6.50	9.33	11.70
662	Non-Union	6.11	8.26	9.17
667	Union	3.50	6.18	9.60
710	Non-Union	5.61	11.74	11.74
731	Non-Union	6.32	9.29	12.50
841	Non-Union	5.00	6.00	8.00
934	Non-Union	5.00	8.50	9.75
951	Non-Union	6.66	10.55	11.87
957	Non-Union	5.00	10.50	11.00
967	Union	7.07	12.62	12.62
972	Non-Union	6.26	9.17	10.61
980	Non-Union	6.43	12.16	12.80
981	Non-Union	8.00	10.00	12.00
987	Non-Union	6.50	8.85	9.85
CAN	Non-Union	8.50		12.75
CAN	Union	9.96	14.18	14.18
CAN	Non-Union	8.46	12.43	12.43
CAN	Union	8.16	12.75	12.75
CAN	Union	10.11	10.84	11.57

DESK TOP PUBL./GRAPHICS

ZIP CODE	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
29	Non-Union	8.00	10.63	12.02
105	Non-Union	8.60	11.83	14.60
165	Non-Union	6.85	9.12	10.10
270	Non-Union	5.50		8.00
281	Non-Union	5.00	6.65	8.30
302	Non-Union	6.30	7.50	8.70
346	Non-Union	7.55	9.90	9.90
365	Non-Union	7.55	9.90	9.90
370	Non-Union	7.55	9.90	9.90
672	Union	7.05	7.50	10.50
756	Non-Union	7.55	9.90	9.90
913	Non-Union	8.00	12.00	13.72
930	Non-Union	8.50	10.65	10.70
934	Non-Union	5.00	8.50	9.75
957	Non-Union	5.00	10.50	11.00
980	Non-Union	6.43	12.16	12.80
981	Non-Union	8.00	10.00	12.00
987	Non-Union	6.50	8.85	9.85
CAN	Non-Union	17.00		

LASER FORM COMPOSITION OPERATOR

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
11	Union			10.50
70	Non-Union	12.17		15.19
105	Non-Union	7.25	9.00	11.70
144	Non-Union	5.00	7.50	11.00
161	Non-Union	6.00	8.50	
270	Non-Union	5.50		8.00
272	Non-Union	4.50	8.50	8.90
272	Non-Union	5.82	9.03	9.41
281	Non-Union	5.00	6.65	8.30
301	Non-Union	6.50	11.28	12.00
302	Non-Union	6.30	7.50	8.70
346	Non-Union	5.50	8.92	9.60
347	Non-Union	6.35		8.90
377	Non-Union	5.00	8.10	8.10
378	Non-Union	7.35		10.50
482	Non-Union	8.20	10.40	11.60
531	Non-Union			10.55
554	Union	6.14	10.73	11.47
641	Non-Union		10.00	11.00
662	Non-Union	7.32	8.75	10.98
710	Non-Union	5.61	11.74	11.74
751	Non-Union	5.75	7.68	8.15
760	Non-Union	5.50	9.91	9.91
934	Non-Union	5.00	8.50	9.75
951	Non-Union	6.66	10.55	11.87
957	Non-Union		10.50	11.00
967	Union	7.07	10.54	12.62
980	Non-Union	6.43	12.16	12.80
987	Non-Union	6.50	8.85	9.85
CAN	Non-Union	8.50	12.75	17.00
CAN	Non-Union	16.65		18.15
CAN	Union	11.07	15.31	15.31
CAN	Union	8.05	17.71	17.71
CAN	Union	10.78	12.31	13.85

OTHER COMPOSITION PERSONNEL

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
70	Non-Union	11.38		14.06
152	Union	5.50	11.00	11.00
161	Non-Union	6.00	9.50	
165	Non-Union	5.70		
170	Union	5.20	7.83	8.22
194	Non-Union	7.05	9.25	10.60
245	Non-Union	5.00		8.40
272	Non-Union	5.82	9.03	9.41
281	Non-Union	5.00	6.18	7.35
300	Non-Union	6.50	9.33	10.50
346	Non-Union	7.55	9.90	9.90
365	Non-Union	7.55	9.90	9.90
370	Non-Union	7.55	9.90	11.40
377	Non-Union	5.00	8.10	8.10
448	Union	5.92	9.64	9.64
452	Union	5.00		10.55
480	Non-Union	10.00	11.50	13.00
495	Non-Union	6.66	10.35	12.06
537	Non-Union		9.25	
554	Non-Union	7.50	10.20	11.48
554	Union	6.70		12.34
611	Non-Union		8.41	
622	Non-Union	6.50	9.33	11.70
667	Union	3.50	6.87	9.60
673	Non-Union	5.25	9.00	9.95
722	Union	7.27	12.12	12.12

OTHER COMPOSITION PERSONNEL

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
751	Non-Union	5.25	7.15	7.25
756	Non-Union	7.55	9.90	9.90
760	Non-Union	5.50	9.75	9.75
930	Non-Union	8.80	10.70	10.70
934	Non-Union	5.00	8.50	9.75
957	Non-Union	5.00	10.50	11.00
980	Non-Union	6.43	12.16	12.80
981	Non-Union	7.00	8.50	10.00
987	Non-Union	6.50	8.85	9.85
CAN	Union	9.50	12.60	12.68
CAN	Union	8.05	17.71	17.71

NEGATIVE TECHNICIAN

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
11	Union			12.44
29	Non-Union	8.00	11.15	15.53
70	Non-Union	12.17		15.19
78	Non-Union	6.00	7.80	10.56
105	Non-Union	8.90	12.38	14.70
142	Non-Union	7.00	11.00	12.00
144	Non-Union	5.00	8.00	11.00
147	Union	5.84	9.74	9.74
150	Union	8.94	11.80	11.80
152	Union	4.50	9.00	9.00
161	Non-Union	6.00	9.00	
165	Non-Union	7.99	13.10	13.10
170	Union	6.74	8.80	10.09
191	Non-Union	5.52	14.30	15.18
194	Non-Union	6.50	8.00	9.90
270	Non-Union	5.00		7.75
272	Non-Union	4.50	5.35	8.00
272	Non-Union	5.82	8.66	8.66
281	Non-Union	5.00	6.18	7.35
286	Non-Union	6.00	8.98	9.70
301	Non-Union	6.50	11.63	12.00
302	Non-Union	5.86	7.10	7.77
321	Non-Union			10.44
346	Non-Union	7.25	9.60	9.90
346	Non-Union	4.89	6.61	8.50
347	Non-Union	6.35		9.30
365	Non-Union	7.25	9.30	9.30
370	Non-Union	7.05	7.25	8.65
372	Union	8.10	9.87	11.93
378	Non-Union	6.95		10.20
432	Non-Union	6.00	8.50	10.00
436	Non-Union	7.35	8.60	9.45
441	Non-Union	6.00	9.00	11.25
452	Union	5.00		8.76
480	Non-Union	10.00	10.00	16.00
482	Non-Union	7.10		12.88
482	Non-Union	8.00	10.00	11.10
530	Non-Union	5.55	11.10	11.10
531	Non-Union			11.88
554	Union	7.08	12.01	13.23
622	Non-Union	6.50	9.33	11.70
641	Non-Union	4.50	9.05	9.05
662	Non-Union	7.32	9.35	10.98
667	Union	3.50	6.87	9.60
672	Union	7.79	12.76	13.43
673	Non-Union	5.25	8.50	9.95
681	Non-Union	6.68	10.01	10.01
710	Non-Union	5.61	11.74	11.74
731	Non-Union	7.14	12.88	13.28

NEGATIVE TECHNICIAN

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
751	Non-Union	5.25	7.15	7.25
751	Non-Union	7.26	10.88	10.88
752	Non-Union	6.00	7.75	8.00
756	Non-Union	7.05	8.65	8.65
802	Union	8.79	12.55	12.55
803	Non-Union	7.35	11.31	12.56
841	Non-Union	5.00	6.00	8.00
913	Non-Union	7.00	12.00	13.72
917	Non-Union	6.45	13.60	13.85
920	Non-Union			14.60
926	Non-Union	10.00	14.00	16.00
928	Non-Union	7.00	10.25	12.96
930	Non-Union	8.80	10.70	10.70
934	Non-Union	5.00	8.50	9.75
945	Non-Union	6.25	9.65	13.60
951	Non-Union	6.66	9.12	10.09
952	Union		13.00	
957	Non-Union	5.00	10.50	11.00
968	Union	4.50	15.63	15.63
980	Non-Union	6.43	12.16	12.80
987	Non-Union	6.50	8.85	9.85
CAN	Non-Union	7.00	15.50	16.00
CAN	Non-Union	15.00		17.15
CAN	Union	9.79	12.68	12.68
CAN	Non-Union	8.73	15.80	15.80
CAN	Union	8.16	12.75	12.75
CAN	Union	8.05	17.71	17.71
CAN	Union	12.45	13.50	14.54

PLATE PROCESSOR

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
11	Union			12.44
29	Non-Union			8.71
64	Union	7.72	11.89	11.89
70	Non-Union	6.48		9.80
78	Non-Union	6.00	7.30	10.56
105	Non-Union	6.70	10.90	10.90
142	Non-Union	7.00	11.00	12.00
144	Non-Union	5.00	8.00	10.00
147	Union	6.40	7.60	8.00
150	Union	8.94	11.80	11.80
152	Union	5.00	10.00	10.00
161	Non-Union	6.00	9.00	
165	Non-Union	5.13	8.00	8.56
170	Union	5.20	7.12	7.12
191	Non-Union	5.52	10.26	10.55
194	Non-Union	6.50	8.00	9.90
270	Non-Union	5.00		7.75
272	Non-Union	4.50	7.66	7.91
272	Non-Union	5.82	8.66	8.66
281	Non-Union	5.00	5.78	6.55
286	Non-Union	6.00	9.00	9.70
300	Non-Union			7.20
301	Non-Union	6.25	8.62	9.30
302	Non-Union	5.45	6.60	6.94
321	Non-Union			7.80
346	Non-Union	6.70	8.15	8.15
346	Non-Union	4.89	5.78	8.50
347	Non-Union	5.50		6.15
365	Non-Union	6.70	6.70	8.15
370	Non-Union	6.70	8.15	8.15
372	Union	8.10	9.87	11.93
377	Non-Union	4.50	6.50	6.50
378	Non-Union	6.00		7.35

PLATE PROCESSOR

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
432	Non-Union	6.00	8.50	10.00
436	Non-Union	5.57	6.24	6.90
441	Non-Union	5.00	6.86	6.86
452	Union	5.00		7.99
482	Non-Union	6.90	8.80	9.10
490	Non-Union	5.00	8.36	8.50
495	Non-Union	6.66	10.35	12.06
530	Non-Union	5.55	8.61	8.61
531	Non-Union			12.92
543	Non-Union	4.50	6.50	12.00
554	Non-Union			12.02
554	Union	5.91	9.25	10.60
554	Union	8.23	11.92	11.92
600	Non-Union	6.60	9.30	9.90
600	Non-Union	5.00		8.14
622	Non-Union	6.50	9.33	11.70
641	Non-Union	4.50	9.05	9.05
667	Union	3.50	6.87	9.60
672	Union	7.34	9.18	9.18
673	Non-Union	5.25	7.50	8.25
681	Non-Union	6.10	8.35	9.16
710	Non-Union	5.61	11.74	11.74
722	Union	8.66	11.71	11.71
731	Non-Union	7.14	10.18	10.93
751	Non-Union	5.25	7.15	7.25
751	Non-Union	7.26	10.17	10.88
752	Non-Union	6.00	7.75	8.00
756	Non-Union	6.70	6.70	8.15
760	Non-Union	5.50	7.06	9.64
782	Non-Union	5.72		7.67
802	Union	8.79	12.55	12.55
803	Non-Union	7.02	8.85	9.30
841	Non-Union	5.00	6.00	8.00
917	Union	7.23	11.13	11.13
926	Non-Union	7.00	12.00	13.00
928	Non-Union	5.00	8.60	10.20
934	Non-Union	5.00	8.50	9.75
945	Non-Union	6.25	8.90	11.47
951	Non-Union	6.66	8.50	10.09
952	Union		10.00	
957	Non-Union	5.00	6.50	8.50
967	Union	7.07		14.77
980	Non-Union	6.43	12.16	12.80
984	Union	6.83		11.39
987	Non-Union	6.50	8.85	9.85
CAN	Non-Union	7.00	8.50	9.00
CAN	Non-Union	13.50		17.15
CAN	Union	9.79	13.68	13.68
CAN	Non-Union	8.65	14.61	14.61
CAN	Union	8.16	12.75	12.75
CAN	Union	8.05	17.71	17.71
CAN	Union	10.72	12.31	13.90

PROOF READER

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
11	Union			8.47
29	Non-Union			7.40
70	Non-Union	9.80		12.17
78	Non-Union	6.00	7.80	10.56
105	Non-Union	7.25	10.35	11.70
144	Non-Union	5.00	8.90	10.00
150	Union	8.94	11.80	11.80
161	Non-Union	6.00	9.00	
165	Non-Union	5.70	9.40	9.40

PROOF READER

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
191	Non-Union	5.52		12.37
194	Non-Union	6.80	8.75	10.60
270	Non-Union	5.50		8.00
281	Non-Union	5.00	5.78	6.55
300	Non-Union			13.00
301	Non-Union	6.50	11.63	12.00
302	Non-Union	6.76	8.80	9.73
321	Non-Union			9.37
346	Non-Union	4.89	7.00	8.50
347	Non-Union	6.55		8.90
365	Non-Union	7.55	9.90	9.90
377	Non-Union	5.00	8.10	8.10
436	Non-Union	6.25	9.00	10.80
495	Non-Union	6.66	10.35	12.95
530	Non-Union	5.55	8.61	8.61
554	Union	6.70	9.24	12.34
600	Non-Union	5.00		9.30
622	Non-Union	6.50	9.33	11.70
662	Non-Union	6.68	8.05	10.02
667	Union	3.50	6.18	8.73
672	Union	6.72	7.60	9.60
710	Non-Union	5.61	11.74	11.74
722	Union	7.27	12.12	12.12
751	Non-Union	5.25	7.15	7.25
751	Non-Union	6.60	9.90	9.90
841	Non-Union	5.00	6.00	8.00
928	Non-Union	10.00	12.25	14.05
930	Non-Union	8.80	10.05	10.70
934	Non-Union	5.00	8.50	9.75
945	Non-Union	6.25	8.90	11.47
951	Non-Union	6.66	10.09	10.09
952	Union		10.00	
957	Non-Union	5.00	10.50	11.00
967	Union	7.07		10.08
980	Non-Union	6.43	12.16	12.80
981	Non-Union	7.00	8.50	10.00
987	Non-Union	6.50	8.85	9.85
CAN	Non-Union	7.00	15.50	16.00
CAN	Non-Union	13.50		17.15
CAN	Union	11.18	15.35	15.35
CAN	Non-Union	8.73		15.80
CAN	Union	9.04	14.84	14.84
CAN	Union	8.05	17.71	17.71
CAN	Union	10.11	10.84	11.57

TYPESETTER

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
70	Non-Union	11.38		14.06
78	Non-Union	6.00	7.80	10.56
105	Non-Union	7.25	9.00	11.70
142	Non-Union	7.00	11.00	12.00
144	Non-Union	5.00	9.80	11.00
150	Union	8.94	11.80	11.80
161	Non-Union	6.00	9.00	
165	Non-Union	6.85	9.12	10.10
270	Non-Union	5.50		8.00
281	Non-Union	5.00	6.65	8.30
300	Non-Union	10.00	11.08	13.00
301	Non-Union	6.50	11.63	12.00
302	Non-Union	5.45	6.30	6.94
346	Non-Union	5.50	7.85	9.60
372	Union	8.10	9.87	11.93
432	Non-Union	6.00	8.50	11.50
436	Non-Union	6.25	9.00	10.80

TYPESETTER

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
452	Union	5.00		8.76
530	Non-Union	5.55	11.10	11.10
537	Non-Union		7.80	
554	Non-Union	7.50	10.29	11.58
622	Non-Union	6.50	9.33	11.70
641	Non-Union	4.50	9.05	9.05
662	Non-Union	6.68	10.02	10.02
710	Non-Union	5.61	11.74	11.74
722	Union	7.27	12.12	12.12
731	Non-Union	7.14	12.05	13.23
751	Non-Union	5.25	7.15	7.25
913	Non-Union	7.50	12.00	13.72
928	Non-Union	7.00	9.00	10.20
934	Non-Union	5.00	8.50	9.75
952	Union		10.00	
957	Non-Union	5.00	10.50	11.00
967	Union	7.07		12.62
980	Non-Union	6.43	12.16	12.80
981	Non-Union	8.00	10.00	10.00
987	Non-Union	6.50	8.85	9.85
CAN	Union	11.07	15.31	15.31
CAN	Non-Union	8.73	15.80	15.80
CAN	Union	9.04	14.84	14.84

OTHER PREPRESS

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
23	Non-Union	7.50	7.88	10.00
64	Union	7.72	11.89	11.89
150	Union	8.94	11.80	11.80
191	Non-Union	5.52	12.37	12.37
270	Non-Union	5.50		8.00
272	Non-Union	6.32	9.16	9.16
318	Non-Union	5.00	8.75	8.75
346	Non-Union			9.60
347	Non-Union	6.85		10.50
448	Union	5.92	9.64	9.64
452	Union	5.00		9.26
452	Union	9.50	10.61	10.81
490	Non-Union	5.00	8.17	8.50
554	Union	7.26	10.71	10.88
600	Non-Union	7.26	10.71	10.88
606	Non-Union		19.00	
681	Non-Union	6.68	10.01	10.01
722	Union	7.27	12.12	12.12
751	Non-Union	5.25	7.15	7.25
802	Union	8.79	12.55	12.55
803	Non-Union	7.35	8.31	9.80
917	Union	7.23	11.13	11.13
934	Non-Union	5.00	8.50	9.75
952	Union		10.00	
957	Non-Union		10.50	11.00
987	Non-Union	6.50	8.85	9.85
CAN	Non-Union	8.73	15.80	15.80
CAN	Union	9.04	14.84	14.84

MACHINE OPERATORS

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE	SIZE	NUMBER OF COLORS	PRESS MANUFACTURER
11	Union			12.44			
23	Non-Union	8.00	11.00	12.00	17.00	3	Didde
29	Non-Union	7.00	10.97	14.40			
64	Union	8.70	13.41	13.41	14.00	5	Didde
64	Union	8.46	12.98	12.98	17.00	3	Harris
64	Union	7.88	12.14	12.14	17.00	3	Western Gear
64	Union	7.72	11.89	11.89	17.00	2	Western Gear
70	Non-Union	10.13	12.59	15.67			
78	Non-Union	6.75	9.47	13.00			
105	Non-Union	9.90	17.23	17.40			
142	Non-Union	7.00	11.25	12.25			
144	Non-Union	7.00	8.80	10.50		2	
144	Non-Union	7.00	9.93	12.00		3	
144	Non-Union	8.00	11.70	13.00		4	
144	Non-Union	8.00	11.53	15.00		6	
147	Union	5.84	8.77	9.74			
150	Union	8.94	10.77	11.80			
152	Union	6.00	11.85	12.00			
152	Non-Union	7.00	9.84	11.25			
161	Non-Union	9.00	11.00		22.00	3	Didde
161	Non-Union	6.00	9.00		17.00	1	Didde
165	Non-Union	9.13	12.42	12.90	18.00	4	Taiyo
165	Non-Union	6.85	12.52	12.35	18.00	3	Western Gear
165	Non-Union	5.70	10.50	11.25	20.00	2	Western Gear
170	Union	6.74	9.00	10.09			
174	Non-Union	6.50	8.32	12.60			
191	Non-Union	5.52	13.26	13.68		3	
191	Non-Union	5.52	14.26	14.42		4	
191	Non-Union	5.52	12.53	15.18		6	
194	Non-Union	9.70	13.50	16.20			
194	Non-Union	8.15	9.50	13.20			Timson
245	Non-Union	5.77		9.55		1	
245	Non-Union	5.77		10.18		2	
245	Non-Union	5.77		10.97		3	
270	Non-Union	7.55		14.50			
272	Non-Union	5.00		9.45	17.00	2	Western Gear
272	Non-Union	5.00	11.33	11.33			
272	Non-Union	6.49	11.77	11.77			
281	Non-Union	6.00	8.63	11.25		4	
286	Non-Union	6.50	9.88	11.90		3	
300	Non-Union	3.00	9.50	11.53			
301	Non-Union	7.00	12.33	12.90			
302	Non-Union	5.45	9.00	10.89			
318	Non-Union	5.00	9.69	12.00			
321	Non-Union			9.33	22.00	1	Hamilton
321	Non-Union			11.65	17.00	4	
346	Non-Union	7.70	12.90	12.90			
346	Non-Union	6.85	11.48	12.48			
346	Non-Union	6.20	8.33	10.85			
347	Non-Union	7.60		11.25			
365	Non-Union	8.80	12.90	12.90			
370	Non-Union	7.55	12.90	12.90			
372	Non-Union	8.25	10.66	12.77			Timson
372	Non-Union	8.10	10.47	12.54			Timson
372	Non-Union	8.42	10.73	13.04			Timson
372	Non-Union	11.82	13.49	14.95			
377	Non-Union	5.00	10.82	10.82	14.00	3	Didde
377	Non-Union	5.00	10.82	10.82	22.00	3	Harris
377	Non-Union	5.00	10.82	10.82	22.00	3	Western Gear
377	Non-Union	5.00	10.82	10.82	17.00	3	Western Gear
378	Non-Union	7.35		10.50			
432	Non-Union	7.25	9.25	12.00	17.00	3	Didde
432	Non-Union	7.25	9.25	12.00	17.00	3	Miyakoshi
436	Non-Union	8.50	11.22	13.75			
441	Non-Union	6.00	13.50	13.50		3	
448	Union	6.05	10.45	10.45	25.50	2	
448	Union	6.05	10.20	10.22	16.00	2	
448	Union	6.05	10.20	10.39	17.00	2	
451	Non-Union	6.50	11.46	12.60			

MACHINE OPERATORS

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE	SIZE	NUMBER OF COLORS	PRESS MANUFACTURER
451	Non-Union	6.96	12.99	12.99		4	
452	Union	5.00		10.77		1	
452	Union	5.00		11.88		2	
452	Union	5.00		12.64		3	
452	Union	7.00	9.99	10.10		2	
452	Union	7.00	10.83	10.83		3	
452	Union	7.00	11.56	11.56		4	
452	Union	7.00	10.32	10.47		2	
467	Non-Union	6.50	9.05	12.60			
480	Non-Union	6.50	8.50	10.00	14.00	2	Didde
480	Non-Union	10.00	11.50	14.00	17.00	2	Didde
480	Non-Union	10.00	11.50	16.00	20.00	3	Didde
482	Union	17.63	17.63	17.63	30.00	4	
482	Union	17.95	17.95	17.95	17.50	8	Didde
482	Non-Union	16.20		16.80	17.00	3	
482	Non-Union	9.40	12.70	14.00	15.50	3	Sanden
482	Non-Union	9.40	11.60	14.00	15.50	3	Sanden
487	Union	7.80	9.83	10.85			
490	Non-Union	6.00	9.50	10.50		4	Didde
490	Non-Union	6.00	9.75	10.00		2	Didde
490	Non-Union	6.00	7.50	9.50	13.00	1	Harris
490	Non-Union	6.00	9.00	9.50	14.00	2	Didde
495	Non-Union	10.87	11.27	13.08	17.50	3	Harris
495	Non-Union	11.16	12.07	13.37	17.50	4	Didde
495	Non-Union	8.79	9.80	11.97	17.50	2	Didde
495	Non-Union	6.85	7.96	10.87	13.50	1	Didde
530	Non-Union	6.30	12.60	12.60			
531	Non-Union			13.90			
537	Non-Union	6.50	10.50	10.80		3	
543	Non-Union	6.00	9.00	10.50			
554	Non-Union	7.43	13.28	14.47	24.00	4	Muller
554	Non-Union	7.13	12.84	14.12	22.00	2	Harris
554	Non-Union	7.33	13.14	14.35	17.00	3	Stevens
554	Non-Union	7.53	12.58	14.58	14.00	4	Stevens
554	Union	8.28	12.97	12.97			
600	Non-Union	9.78	13.73	14.68			
600	Non-Union	10.00	12.19	18.00			
600	Non-Union	5.25		12.86			
622	Non-Union	7.40	11.42	14.85			
641	Non-Union	4.50	14.05	14.87	14.00	4	
641	Non-Union	4.50	14.05	14.87	17.00	3	
641	Non-Union	4.50	14.05	14.87	20.00	2	
641	Non-Union	4.50	14.05	14.87	22.00	3	
667	Union	3.50	7.73	11.14	17.00	3	Harris
667	Union	3.50	7.54	10.78	17.00	3	Western Gear
667	Union	3.50	7.37	10.49	24.00	2	Harris
672	Union	7.76	11.75	14.26	22.00	3	Harris
672	Union	7.76	11.75	14.31	22.00	4	Harris
673	Non-Union	7.00	8.00	8.60	17.00	2	Didde
673	Non-Union	7.50	9.00	10.70	17.00	3	Didde
673	Non-Union	8.00	10.00	11.30	17.00	4	Didde
673	Non-Union	8.00	10.00	11.30	17.00	3	Stevens
681	Non-Union	9.04	12.36	13.56			
710	Non-Union	6.55	11.35	12.93			
722	Union	9.27	12.36	12.36	17.50	2	Harris
722	Union	9.79	13.05	13.05	22.00	4	Harris
722	Union	13.30	14.09	14.09	18.50	10	Harris
722	Union	9.16	12.21	12.21	23.50	1	Hamilton
731	Non-Union	10.50	13.09	15.23			
751	Non-Union	9.30	11.02	11.75			
751	Non-Union	9.78	13.87	14.68			
752	Non-Union	9.00	10.13	13.00			
756	Non-Union	9.00	12.90	12.90			
782	Non-Union	9.25	12.46	12.46	22.00	2	Hamilton
802	Union	9.36	14.37	14.37			
803	Non-Union	10.68	14.03	14.36		4	
803	Non-Union	10.68	14.03	14.86		6	
841	Non-Union	6.00	9.40	12.00	22.00	2	Harris
841	Non-Union	6.00	9.40	12.00	17.00	2	Harris
841	Non-Union	6.00	9.40	12.00	14.00	2	Harris

MACHINE OPERATORS

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE	SIZE	NUMBER OF COLORS	PRESS MANUFACTURER
913	Non-Union	10.00	12.00	13.72			
917	Union	8.93	14.88	14.88	14.00	4	Harris
917	Union	8.84	14.73	14.73	22.00	4	Harris
917	Union	8.75	14.58	14.58	17.00	3	Harris
917	Union	8.66	14.44	14.44	22.00	1	Harris
917	Non-Union	11.55	14.50	14.80			Hamilton
917	Non-Union	11.55	14.50	14.80		3	Harris
917	Non-Union	11.70	14.78	15.33		4	Miyakoshi
920	Non-Union			15.70	22.00	6	Taiyo
920	Non-Union			15.28	22.00	4	Harris
920	Non-Union			14.60	22.00	2	Harris
926	Union	14.00	14.50	17.00	11.00	4	Stevens
926	Union	14.00	14.50	17.00	14.00	4	Stevens
926	Union	14.00	14.50	17.00	17.00	4	Stevens
926	Union	14.00	14.00		17.00	3	Western Gear
928	Non-Union	7.30	12.00	14.05			
930	Non-Union	9.20	13.95	13.95			
934	Non-Union	6.00	13.60	13.60	17.00	2	Didde
934	Non-Union	6.00	13.50	14.00	14.00	4	Harris
934	Non-Union	6.00	13.75	14.35	17.00	3	Harris
934	Non-Union	6.00	12.50	14.80	14.00	3	Harris
945	Non-Union	6.50	10.25	14.50	17.00	3	Harris
945	Non-Union	6.50	10.30	14.78	22.00	4	Harris
951	Non-Union	6.84	14.83	14.83	17.00	3	Harris
951	Non-Union	6.84	13.84	13.84		1	
951	Non-Union	63.84	13.84	13.84	22.00	3	
951	Non-Union	6.84	12.85	12.85		1	
952	Non-Union		14.00		17.00	3	Didde
952	Non-Union		14.00		17.00	3	Harris
952	Non-Union		14.00		22.00	3	Harris
952	Non-Union		14.00		22.00	4	Harris
957	Non-Union	5.00	12.00	14.00			
967	Union	7.07		15.13			
968	Union	5.00	16.33	16.33	20.00	4	Didde
968	Union	5.00	15.91	15.91	20.00	2	Didde
972	Non-Union	10.69	14.01	15.09			
980	Non-Union	6.94	13.16	13.87			
981	Union	7.82	14.20	14.20			
984	Union	8.59	14.32	14.32			
987	Non-Union	7.00	13.50	14.81		5	Miyakoshi
987	Non-Union	7.00				2	Miyakoshi
987	Non-Union	7.00	13.50	14.81	22.00	5	Harris
987	Non-Union	7.00	13.50	14.81	17.00	3	Hamilton
CAN	Non-Union	6.50	15.35	21.00			
CAN	Non-Union	15.00		20.60	14.00	3	Harris
CAN	Non-Union	13.75		16.25	25.50	1	Ashton
CAN	Non-Union	12.75		20.60	33.00	1	Hamilton
CAN	Non-Union	12.75		20.60	17.00	4	Didde
CAN	Union	12.27	16.84	16.84		2	
CAN	Union	12.77	17.44	17.44		3	
CAN	Union	13.16	18.07	18.07		3	
CAN	Non-Union	9.46	17.92	17.92	14.00	3	Ashton
CAN	Non-Union	9.46	18.33	18.33	17.00	2	Ashton
CAN	Union	9.27	15.92	15.92	22.00	2	Harris
CAN	Union	9.27	16.37	16.37	14.00	4	Didde
CAN	Union	9.41	16.82	16.82	17.00	3	Ashton
CAN	Union	9.41	17.44	17.44	21.00	4	San den
CAN	Union	8.05	16.05	17.71			
CAN	Union	16.40	16.55	16.70			

COLLATORS

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE	NUMBER STATIONS
11	Union			11.11	
23	Non-Union	8.00	10.25	12.00	
29	Non-Union	5.75	11.38	14.29	
64	Union	7.88	12.14	12.14	6
64	Union	7.72	11.89	11.89	10
70	Non-Union	10.13	12.59	15.67	8
78	Non-Union	6.75	9.47	13.00	
105	Non-Union	9.35	15.59	16.80	
142	Non-Union	7.00	11.25	12.25	
144	Non-Union	7.00	10.27	12.50	6
144	Non-Union	8.00	11.34	14.00	
147	Union	5.84	8.28	9.74	
150	Union	8.94	10.59	11.80	
152	Union	5.50	10.85	11.00	
152	Non-Union	8.00	10.08	11.30	
161	Non-Union	6.00	8.00		5
161	Non-Union	6.00	10.50		7
165	Non-Union	7.46	12.02	12.05	6
165	Non-Union	6.22	10.58	10.75	8
165	Non-Union	6.74	9.35	10.09	
170	Non-Union	6.50	8.32	12.60	
174	Non-Union	5.52	12.29	13.04	
191	Non-Union	8.15		13.20	
194	Non-Union	5.50		9.45	8
245	Non-Union	5.50		10.13	13
245	Non-Union	7.55		13.50	
270	Non-Union	5.00	10.93	10.93	
272	Non-Union	5.00	11.04	11.04	
272	Non-Union	6.49	11.77	11.49	
281	Non-Union	6.00	8.40	10.80	8
286	Non-Union	6.50	9.21	11.90	8
300	Non-Union	10.50	11.60	12.30	
301	Non-Union	7.00	12.77	12.90	
302	Non-Union	5.86	8.80	10.89	
318	Non-Union	5.00	8.92	11.00	
321	Non-Union	7.70	12.30	11.44	
346	Non-Union	6.85	11.50	12.90	
346	Non-Union	7.60		12.48	
347	Non-Union	8.80		11.25	
365	Non-Union	7.70	12.90	12.90	
370	Non-Union	10.08	12.30	12.90	
372	Non-Union	5.00	12.38	14.68	
377	Non-Union	5.00	10.82	10.82	8
377	Non-Union	5.00	10.82	10.82	12
378	Non-Union	7.35		10.50	
432	Non-Union	6.00	8.25	11.75	8
436	Non-Union	4.52	9.56	12.50	
441	Non-Union	6.00	13.16	13.16	
448	Union	6.06	9.39	9.39	6
451	Non-Union	6.50	11.46	12.60	
451	Non-Union	6.96	12.55	12.55	8
452	Non-Union	5.00		11.41	6
452	Non-Union	5.00		11.88	8
452	Union	7.00	9.84	10.47	8
452	Union	7.00	10.63	11.20	7
467	Non-Union	6.50	9.05	12.60	
480	Union	8.00	10.00	13.00	
482	Union	16.22	16.22	16.22	
482	Union	16.49	16.49	16.49	
482	Non-Union	15.35		17.00	
487	Union	7.23	8.91	9.81	
490	Non-Union	5.00	7.95	9.00	
495	Non-Union	6.85	11.95	13.08	8
495	Non-Union	6.85	11.95	13.08	8
530	Non-Union	6.30	12.60	12.60	
531	Non-Union			13.90	
537	Non-Union	6.50	10.50	10.80	6
537	Non-Union	6.50	10.50	10.80	8

COLLATORS

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE	NUMBER STATIONS
543	Non-Union	5.00	7.00	8.00	
554	Non-Union	7.63	13.08	14.70	6
554	Non-Union	7.13	13.01	14.12	10
554	Union	8.28	12.79		
600	Non-Union	9.63	13.14	14.43	
600	Non-Union	10.00	11.70	18.00	
600	Non-Union	5.25		12.86	
606	Non-Union	13.00	16.00	18.00	8
622	Non-Union	7.60	10.77	16.15	
641	Non-Union	4.50	12.91	14.87	6
641	Non-Union	4.50	12.91	14.87	8
667	Union	3.50	7.73	11.14	8
667	Union	3.50	7.39	10.49	10
672	Union	7.47	10.86	13.73	10
672	Union	7.47	10.86	13.58	8
673	Non-Union	7.00	8.50	10.70	8
673	Non-Union	7.50	9.00	11.30	8
681	Non-Union	8.89	12.28	13.31	
710	Non-Union	6.55	12.93	12.93	
722	Union	5.88	11.95	11.95	8
722	Union	6.31	12.80	12.80	10
731	Non-Union	7.14	11.69	13.10	
751	Non-Union	6.15	9.27	10.95	
751	Non-Union	9.63	13.56	14.43	
752	Non-Union	6.00	7.00	10.95	
756	Non-Union	8.80	12.90	12.90	
782	Non-Union	6.25	12.46	12.46	6
802	Union	9.64	13.77	13.77	
803	Non-Union	10.17	12.65	13.76	
841	Non-Union	5.00	7.50	10.00	4
841	Non-Union	5.00	7.50	11.00	8
917	Union	8.75	14.58	14.58	
917	Non-Union	9.17	14.50	14.80	
920	Non-Union			15.28	
926	Union	14.00	14.50	15.00	
928	Non-Union	7.30	12.00	14.05	8
930	Non-Union	9.20	13.95	13.95	
934	Non-Union	6.00	10.50	13.60	6
934	Non-Union	6.00	11.50	14.00	8
945	Non-Union	6.50	10.25	14.50	8
951	Non-Union	6.84	10.77	13.84	10
951	Non-Union	6.84	9.59	12.85	
952	Non-Union		12.00		
952	Non-Union		14.00		
957	Non-Union	5.00	12.00	14.00	8
957	Non-Union	5.00	12.00	14.00	6
967	Union	7.07	15.13	15.13	
968	Union	5.00	15.77	15.77	7
968	Union	5.00	15.77	15.77	6
972	Non-Union	10.69	14.42	15.09	
980	Non-Union	6.94	12.41	12.41	6
980	Non-Union	6.94	12.41	12.41	8
981	Union	7.82	14.20	14.20	
984	Union	8.59	14.32	14.32	
987	Non-Union	7.00	13.00	14.81	6
987	Non-Union	7.00	13.00	14.81	8
CAN	Non-Union	6.50	18.00	21.00	
CAN	Non-Union	6.50	9.50	12.50	
CAN	Non-Union	16.25		19.90	
CAN	Non-Union	13.75		19.40	
CAN	Union	11.75	16.38	16.38	
CAN	Non-Union	9.07	16.26	16.26	8
CAN	Non-Union	9.07	17.48	17.48	12
CAN	Union	9.16	15.20	15.20	10
CAN	Union	8.95	14.01	14.01	7
CAN	Union	8.05	15.84	17.71	
CAN	Union	14.45	14.93	15.40	
CAN	Union	13.29	13.88	14.46	

PRESS HELPER

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
11	Union			8.39
29	Non-Union	5.50	6.15	6.80
64	Union	6.71	7.68	8.33
70	Non-Union	7.30	7.84	8.42
78	Non-Union	6.00	7.32	8.79
105	Non-Union	6.95	7.97	8.70
142	Non-Union	5.00	7.50	8.25
144	Non-Union	5.00	8.90	9.75
150	Union	4.50	6.34	8.94
191	Non-Union	4.96	8.57	9.17
194	Non-Union	6.00	7.50	10.65
245	Non-Union	5.00		7.87
281	Non-Union	4.75	5.13	5.50
301	Non-Union	5.75	7.93	9.00
321	Non-Union			6.60
346	Non-Union	7.05	8.65	8.65
346	Non-Union	4.50	4.58	6.50
365	Non-Union	7.05	7.80	8.65
370	Non-Union	7.05	8.20	8.65
372	Non-Union	8.10	10.17	11.93
378	Non-Union	6.00		7.35
432	Non-Union	5.00	6.50	7.00
436	Non-Union	6.60	6.80	7.00
448	Union	5.92	8.52	8.52
480	Non-Union	6.50	8.50	10.00
482	Union	16.00	16.00	16.00
531	Non-Union			9.00
543	Non-Union	4.50	5.00	6.00
554	Non-Union	6.72	8.75	9.62
554	Non-Union	6.18	8.54	10.36
554	Union	6.80	9.48	10.09
600	Non-Union	6.25	6.61	9.37
600	Non-Union	5.00		7.35
606	Non-Union	5.50	7.75	9.50
611	Non-Union	5.70	7.37	8.83
667	Union	3.50	5.96	7.62
672	Union	4.78	4.78	5.83
673	Non-Union	6.00	7.00	8.60
681	Non-Union	5.84	7.59	8.76
710	Non-Union	5.36	7.11	7.11
722	Union	7.75	9.43	9.43
731	Non-Union	7.67	9.24	10.10
751	Non-Union	6.35	8.65	9.53
756	Non-Union	7.05	8.20	8.65
782	Non-Union	5.73	7.50	7.67
802	Union	7.13	10.18	10.18
917	Union	7.42	8.84	8.84
917	Non-Union	8.35	8.90	9.55
928	Non-Union	5.00	6.25	7.30
930	Non-Union	8.50	9.65	10.05
945	Non-Union	6.00	7.35	8.90
957	Non-Union	5.00	7.00	8.50
967	Union	7.07	9.24	9.24
972	Non-Union	6.26	6.59	8.46
980	Non-Union	6.00	6.90	8.90
984	Union	5.80	9.67	9.67
987	Non-Union	6.00	7.50	9.50
CAN	Non-Union	9.75		10.70
CAN	Union	10.02	11.00	12.07
CAN	Union	8.05	11.79	12.60
CAN	Union	10.56	10.85	11.13

COLLATOR HELPERS

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
11	Union			8.39
29	Non-Union	5.75	6.27	6.80
64	Union	6.71	7.68	8.33
70	Non-Union	7.30	7.84	8.42
105	Non-Union	7.50	8.08	9.00
144	Non-Union	5.00	8.60	9.00
150	Union	4.50	6.34	8.94
170	Non-Union	5.20	7.07	7.12
194	Non-Union	6.00	8.00	10.65
245	Non-Union	5.00		7.19
272	Non-Union	4.25	6.37	7.14
281	Non-Union	4.75	5.13	5.50
302	Non-Union	5.86	6.40	7.77
321	Non-Union			6.60
346	Non-Union	4.50	4.58	6.50
365	Non-Union	7.05	8.23	8.65
372	Non-Union	6.96	7.96	9.24
378	Non-Union	6.00		7.35
432	Non-Union	5.00	6.50	7.00
436	Non-Union	6.60	6.80	7.00
441	Non-Union	5.00	6.86	6.86
452	Union	7.00	7.71	10.05
482	Union	13.20	13.20	13.20
487	Union	6.76	7.07	7.17
531	Non-Union			9.00
554	Non-Union	6.00	7.75	8.03
554	Non-Union	6.18	7.57	10.36
554	Union	6.80	9.48	10.09
600	Non-Union	6.25	6.61	9.37
600	Non-Union	5.00		7.35
622	Non-Union	7.00	8.06	8.75
667	Union	3.50	5.37	7.25
672	Union	6.00	6.35	9.18
673	Non-Union	5.00	6.50	8.00
681	Non-Union	5.84	7.59	8.76
710	Non-Union	5.36	7.11	7.11
722	Union	4.98	8.70	8.70
731	Non-Union	6.75	8.92	10.68
751	Non-Union	5.25	6.73	6.95
751	Non-Union	6.35	8.65	9.53
760	Non-Union	5.30	7.77	7.77
802	Union	7.13	10.18	10.18
917	Union	7.42	8.84	8.84
917	Non-Union	7.35	8.35	9.20
928	Non-Union	5.00	6.25	7.30
945	Non-Union	6.00	7.35	8.90
957	Non-Union	5.00	7.00	8.50
972	Non-Union	6.26	6.59	8.46
980	Non-Union	6.00	6.90	8.90
984	Union	5.80	9.67	9.67
987	Non-Union	6.00	7.50	9.50
CAN	Union	10.02		12.07

MACHINE OPERATOR - PACK-TO-PACK PRESS ONLY -PRESS

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
142	Union	5.50	8.25	9.25
170	Union	6.74	8.89	10.09
270	Union	5.00		8.32
272	Union	5.00	8.80	8.80
286	Union	6.50	8.00	11.90
302	Union	5.45	7.70	9.73
365	Union	7.55	9.30	9.90
378	Union	6.55		9.50
432	Union	6.00	7.50	9.00
441	Union	5.50	7.00	9.00
448	Union	6.24	10.22	10.39
482	Union	8.00	9.50	12.00
490	Union	5.00	6.25	7.00
554	Union			13.36
554	Union	6.70	10.99	12.34
611	Union	6.90	11.42	12.67
722	Union	5.86	11.50	11.50
752	Union	6.00	9.80	9.80
760	Union	5.75	12.30	12.30
934	Union	5.50	7.00	9.00
968	Union	5.00	8.90	8.90
987	Union	6.50	10.00	11.00

MACHINE OPERATOR - PACK-TO-PACK PRESS ONLY -COLLATOR

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
78	Union	6.75	9.47	13.00
142	Union	5.50	7.50	8.25
170	Union	6.74	9.07	10.09
270	Union	5.00		7.80
272	Union	5.00	7.30	7.30
286	Union	6.50	8.00	11.90
302	Union	5.45	7.25	8.70
372	Union	8.10	10.47	13.18
441	Union	5.50	6.00	7.50
448	Union	6.06	9.39	9.39
482	Union	7.50	9.00	11.10
490	Union	5.00	6.65	7.00
554	Union			13.08
600	Union	5.00		8.40
611	Union	6.60	12.05	12.20
752	Union	6.00	7.00	10.95
760	Union	5.75	11.80	11.80
934	Union	5.50	7.00	9.00
967	Union	7.07		15.13
968	Union	5.00	15.77	15.77

FINISHING PERSONNEL

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
11	Union			8.39
23	Non-Union	7.00	8.13	10.00
29	Non-Union	5.00	8.17	9.33
64	Union	6.55	9.55	9.55
70	Non-Union	6.54		8.72
78	Non-Union	6.00	7.32	8.79
105	Non-Union	7.00	8.95	11.50
142	Non-Union	5.00	7.00	8.00
144	Non-Union	5.00	8.25	9.00

FINISHING PERSONNEL

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
147	Union	6.36	6.56	6.66
152	Union	4.00	8.00	8.00
152	Non-Union	5.50	7.59	10.00
161	Non-Union	5.50	8.00	
165	Non-Union	4.28	6.38	6.75
170	Non-Union	5.20	7.07	7.12
191	Non-Union	5.52	10.54	12.16
245	Non-Union	5.00		7.45
270	Non-Union	5.00		8.45
272	Non-Union	4.25	7.15	7.86
272	Non-Union	5.15	7.37	7.37
281	Non-Union	4.50	5.75	7.00
286	Non-Union	6.00	8.01	9.70
300	Non-Union	5.00	6.91	8.25
301	Non-Union	6.00	8.34	9.00
302	Non-Union	5.45	6.50	6.94
318	Non-Union	5.00	7.57	7.57
321	Non-Union			6.70
346	Non-Union	6.70	7.80	10.60
346	Non-Union	4.50	5.14	7.80
347	Non-Union	6.05	7.35	8.60
365	Non-Union	6.50	8.15	10.60
372	Non-Union	6.06	6.96	8.10
377	Non-Union	4.50	7.68	7.68
378	Non-Union	6.00		8.70
432	Non-Union	5.00	6.25	7.50
436	Non-Union	4.50	7.56	10.12
441	Non-Union	5.00	6.86	6.86
448	Union	5.92	8.19	9.16
452	Non-Union	5.00		7.99
480	Non-Union	7.50	8.50	10.00
482	Non-Union	5.25		9.85
482	Non-Union	7.00	8.70	10.00
487	Union	6.09	6.83	7.82
490	Non-Union	5.00	7.20	8.00
495	Non-Union	6.30	7.02	9.46
530	Non-Union	5.55	7.79	7.79
531	Non-Union		10.00	12.92
537	Non-Union	5.50		6.85
543	Non-Union	4.50	5.00	6.00
554	Non-Union	8.03	10.53	11.13
554	Non-Union	6.18	8.62	10.36
554	Union	7.09	10.01	10.38
600	Non-Union	5.00		6.82
611	Non-Union	5.00	6.70	6.70
622	Non-Union	6.50	9.82	10.50
641	Non-Union	4.50	8.77	12.30
667	Union	3.50	5.91	7.52
672	Union	7.34	9.18	9.18
673	Non-Union	5.00	7.50	8.40
710	Non-Union	6.23	7.97	8.55
722	Union	4.98	7.70	7.70
731	Non-Union	7.14	10.41	14.35
751	Non-Union	5.25	6.63	6.95
752	Non-Union	6.00	6.75	6.95
802	Union	7.13	10.18	10.18
803	Non-Union	5.62	7.32	9.30
841	Non-Union	5.00	5.63	7.50
913	Non-Union	6.00	8.00	9.50
917	Non-Union	10.40	11.47	11.77
920	Non-Union			10.20
928	Non-Union	5.00	8.75	10.50
930	Non-Union	7.80	8.15	9.40
934	Non-Union	5.00	7.00	9.00
945	Non-Union	6.25	8.55	10.40
951	Non-Union	7.28	8.89	10.87
952	Non-Union		8.00	
957	Non-Union	5.00	7.00	8.50
967	Union	7.07	10.08	10.08
968	Union	6.85	9.65	15.77

FINISHING PERSONNEL

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
972	Non-Union	7.31	9.95	9.95
980	Non-Union	6.86	10.59	11.30
981	Union	5.92	8.00	8.50
984	Union	5.91	9.85	9.85
987	Non-Union	6.00	9.60	9.60
CAN	Non-Union	5.00	8.00	12.00
CAN	Non-Union	10.05		12.00
CAN	Union	8.95	14.00	15.10
CAN	Non-Union	7.09	10.27	10.27
CAN	Union	7.85	10.30	10.30
CAN	Union	8.05	10.36	12.04
CAN	Union	9.72	10.43	11.13

MATERIALS HANDLING PERSONNEL

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
11	Union			8.39
29	Non-Union	7.00	8.17	9.50
64	Union	6.72	9.62	9.62
70	Non-Union	7.57		11.50
78	Non-Union	6.00	7.32	8.79
105	Non-Union	6.70	10.06	10.20
142	Non-Union	5.50	8.00	8.50
144	Non-Union	5.00	8.50	10.00
147	Union	6.11	6.31	6.41
150	Union	6.19	11.08	11.80
152	Union	5.00	10.00	10.00
152	Non-Union	7.00	9.23	10.65
161	Non-Union	5.50	6.00	
165	Non-Union	4.28	7.21	9.15
170	Non-Union	6.74	8.41	8.41
174	Non-Union	6.25	6.50	10.10
191	Non-Union	4.96	10.01	10.01
194	Non-Union	7.10	9.00	13.20
245	Non-Union	5.00		7.35
270	Non-Union	5.00		8.58
272	Non-Union	4.25	7.38	7.62
272	Non-Union	5.82	7.85	7.85
281	Non-Union	4.75	6.88	9.00
286	Non-Union	5.00	7.55	7.75
300	Non-Union			6.00
301	Non-Union	5.50	8.75	7.90
302	Non-Union	5.45	6.90	7.77
318	Non-Union	5.00	6.25	6.25
321	Non-Union			6.60
346	Non-Union	6.70	6.70	8.15
346	Non-Union	4.89	6.63	8.50
347	Non-Union	6.05	7.35	8.60
365	Non-Union	6.50	6.70	8.15
372	Non-Union	6.63	7.68	8.98
377	Non-Union	4.50	6.96	6.96
378	Non-Union	6.00		8.70
432	Non-Union	5.00	6.25	7.50
441	Non-Union	5.50	7.00	7.62
448	Union	5.92	8.89	8.89
451	Non-Union	6.25	8.50	10.10
451	Non-Union	6.96	10.18	10.18
452	Non-Union	5.00		7.99
452	Non-Union	5.00	7.85	8.58
467	Non-Union	6.25	7.22	10.10
480	Non-Union	6.50	7.50	8.50
482	Union	13.69	13.69	13.69
487	Union	6.13	7.17	7.53
490	Non-Union	5.50	6.75	7.50
495	Non-Union	6.66	8.97	10.28

MATERIALS HANDLING PERSONNEL

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
530	Non-Union	5.55	7.98	10.05
531	Non-Union			10.87
537	Non-Union	5.00		7.00
543	Non-Union	4.50	5.50	6.50
554	Non-Union	7.69	10.52	10.82
554	Non-Union	6.70	9.58	10.97
554	Union	6.80	10.09	10.06
600	Non-Union	7.34	10.91	11.02
600	Non-Union	7.35	7.77	8.80
606	Non-Union	5.00		8.54
606	Non-Union	5.50	8.50	9.50
611	Non-Union	5.00	7.32	7.54
622	Non-Union	6.00	8.80	9.90
641	Non-Union	4.50	7.16	11.53
667	Union	3.50	5.59	7.69
672	Union	4.78	5.00	10.66
673	Non-Union	6.00	7.00	8.60
681	Non-Union	6.78	8.29	10.18
710	Non-Union	5.36	7.11	7.11
722	Union	4.98	8.70	8.70
731	Non-Union	7.15	9.11	10.33
751	Non-Union	5.60	7.25	8.15
751	Non-Union	7.42	10.01	11.12
756	Non-Union	6.70	7.50	8.15
760	Non-Union	5.00	8.07	9.00
782	Non-Union	5.73	7.06	8.00
802	Union	7.41	10.58	10.58
803	Non-Union	5.62	6.83	8.39
841	Non-Union	5.00	5.00	7.50
917	Union	8.46	9.95	9.95
917	Non-Union	6.55	11.52	11.85
920	Non-Union			11.50
928	Non-Union	7.30	8.40	9.90
930	Non-Union	7.35	7.80	8.80
934	Non-Union	5.00	9.00	11.75
945	Non-Union	6.25	8.55	11.30
951	Non-Union	6.50	8.84	8.84
952	Non-Union		8.00	
957	Non-Union	5.00	7.00	8.50
967	Union	7.07	11.83	11.83
972	Non-Union	6.26	6.59	8.46
980	Non-Union	6.25	8.55	11.30
984	Union	5.91	9.85	9.85
987	Non-Union	6.50	10.50	10.50
CAN	Non-Union	6.00	10.60	12.90
CAN	Non-Union	9.75		15.00
CAN	Union	10.02	12.78	12.78
CAN	Non-Union	7.97	13.42	13.42
CAN	Union	8.05	14.01	14.01
CAN	Union	9.18	13.96	14.91
CAN	Union	11.13	11.70	12.27

MAINTENANCE PERSONNEL

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
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11	Non-Union			11.44
64	Union	8.70	13.41	13.41
78	Non-Union	6.75	9.47	13.00
105	Non-Union	9.65	15.95	16.45
142	Non-Union	12.00	13.00	15.00
144	Non-Union	6.00	9.75	12.00
147	Union	5.84	8.77	9.74
150	Union	8.94	10.37	11.80
152	Union	6.00	12.00	12.00
161	Non-Union	8.00	10.00	
174	Non-Union	6.50	11.30	12.60
191	Non-Union	5.52	10.35	13.97
194	Non-Union	9.45	10.60	15.55
245	Non-Union	6.00		9.97
270	Non-Union	5.50		11.15
272	Non-Union	7.00	12.29	13.24
272	Non-Union	6.49	10.15	10.15
281	Non-Union	8.00	8.40	8.80
286	Non-Union	7.00	11.85	15.10
301	Non-Union	6.00	10.87	12.90
302	Non-Union	5.86	8.40	10.89
321	Non-Union			9.32
346	Non-Union	8.80	12.90	12.90
346	Non-Union	6.20	11.94	12.48
347	Non-Union	6.05	7.35	8.60
365	Non-Union	8.80	12.90	12.90
370	Non-Union	8.80	12.90	12.90
372	Non-Union	11.61	13.25	14.68
377	Non-Union	6.50	11.77	11.77
378	Non-Union	7.35		10.50
432	Non-Union	5.00	6.25	7.50
436	Non-Union	10.00	10.00	10.00
441	Non-Union		17.75	17.75
448	Union	8.55	10.23	10.39
451	Non-Union	6.50	12.13	12.60
451	Non-Union	6.96	12.99	12.99
452	Non-Union	5.00		9.19
452	Non-Union	7.00	10.71	11.20
467	Non-Union	6.50	9.25	12.60
482	Union	12.98	12.98	12.98
482	Non-Union	11.00	17.60	17.60
490	Non-Union	4.75	8.25	9.00
495	Non-Union	10.87	11.98	13.08
530	Non-Union	5.55	9.45	9.45
531	Non-Union	13.93		
554	Non-Union		14.44	
554	Union	8.28	12.97	12.97
600	Non-Union	9.78	14.62	14.68
600	Non-Union	9.00	15.93	17.35
600	Non-Union	5.25		12.86
606	Non-Union	5.50	6.50	9.50
622	Non-Union	6.00	8.80	9.90
667	Union	3.50	7.73	11.14
672	Union	7.76		14.11
673	Non-Union	6.50	9.50	11.00
681	Non-Union	9.04	12.14	13.56
710	Non-Union	7.43	9.82	9.82
722	Union	9.37	13.38	13.38
731	Non-Union	11.68	12.79	13.90
751	Non-Union	8.00	11.65	11.65
751	Non-Union	9.78	13.54	14.68
756	Non-Union	8.80	12.90	12.90
782	Non-Union	6.25	12.46	12.46
802	Non-Union	10.15	14.49	15.23
803	Non-Union	9.45	11.49	14.36
917	Union	8.93	14.88	14.88
917	Non-Union	13.46	14.78	15.08
920	Non-Union			15.70
928	Non-Union	10.00	12.50	14.10

MAINTENANCE PERSONNEL

ZIP	LABOR STATUS	STARTING MINIMUM	AVERAGE RATE	MAXIMUM RATE
930	Non-Union	10.45	13.00	13.95
934	Non-Union	5.00	9.00	11.75
945	Non-Union	6.50	10.30	14.78
951	Non-Union	7.28	10.87	10.87
967	Non-Union	7.07	15.13	15.13
980	Non-Union	6.94	14.78	14.78
984	Non-Union	10.15	12.42	15.23
987	Non-Union	9.50	15.00	15.00
CAN	Non-Union	15.00	19.00	21.00
CAN	Non-Union	19.10		20.60
CAN	Union	10.02	13.00	15.55
CAN	Union	9.16	15.20	15.20
CAN	Union	9.02	17.71	17.71

APPENDIX A

	1986	ALL U.S. PLANTS	1988	ALL U.S. PLANTS	1990	ALL U.S. PLANTS
	Count	Average	Count	Average	Count	Average
NUMBER OF PERSONNEL						
Prepress Personnel	(107)		(91)		(102)	
Total		986		957		819
Average Per Company		9		11		8
Machine Operators	(111)		(92)		(102)	
Total		3,220		2,694		3,066
Average Per Company		29		29		30
Bindery & General Factory	(111)		(92)		(102)	
Total		2,020		1,743		1,467
Average Per Company		18		19		14
Total Production Workers	(111)		(92)		(102)	
Average Production Workers Per Company		6,226		5,394		5,352
Average Total Monthly Wage Paid Per Production Employee	(89)	1643	(87)	1885	(102)	1961
WAGE INCREASES						
Most Recent Year (Dec 89 over Dec 88)	(109)	4.6%	(83)	3.8%	(99)	4.1%
Next Year's Forecast Increase (Dec 90 over Dec 89)	(106)	3.8%	(81)	4.0%	(97)	4.0%
LABOR TURNOVER						
Turnover Rate (Lost Employees/Tot. Prod. Emp.)	(106)	22.8%	(81)	20.9%	(102)	19.3%
Greatest Turnover Job	(93)	Mach Oper.	(63)	Mach Oper.	(90)	Mach Oper.

	1986	ALL U.S. PLANTS	1988	ALL U.S. PLANTS	1990	ALL U.S. PLANTS
	Count	Average	Count	Average	Count	Average
WORKING CONDITIONS SUMMARY						
Average Workweek Hours						
First Shift	(110)	39.9	(89)	39.8	(104)	40.6
Second Shift	(103)	39.8	(84)	39.5	(99)	40.9
Third Shift	(70)	39.2	(55)	38.9	(64)	39.3
Average Shift Differential						
Second Shift	(36)	9.3%	(77)	\$0.43	(89)	\$0.41
Third Shift	(26)	11.1%	(53)	\$0.54	(64)	\$0.54
Overtime Basis						
Typical Hours Minimum for Overtime to Begin						
Daily	(51)	8	(24)	8	(36)	8
Weekly	(65)	39.78	(64)	39.84	(74)	40.07
Overtime Rates						
Average Daily/Weekly Total Paying	(55)	1.47	(82)	1.50	(93)	1.51
Average Saturday Total Paying	(97)	1.51	(80)	1.52	(85)	1.52
Average Sunday Total Paying	(87)	1.90	(74)	1.83	(82)	1.84
Cost of Living Allowance (COLA)						
Percent Offering COLA		2.7%	(90)	4.4%	(100)	3.0%
Mo COLA		97.3%		95.6%		97.0%
Percent Offering Maternity Leave					(104)	70.2%
						29.8%
Percent Offering Day-care Program					(104)	1.9%
						98.1%

	1986	ALL U.S. PLANTS	1988	ALL U.S. PLANTS	1990	ALL U.S. PLANTS
	Count	Average	Count	Average	Count	Average
WAGE RATES						
PREPRESS PERSONNEL						
COPY ARTIST						
Lowest Starting Minimum	(51)	3.50	(33)	4.00	(29)	3.50
Average Starting Minimum	(51)	5.79	(33)	6.05	(29)	6.06
Average Rate	(49)	8.12	(30)	8.42	(28)	9.11
Average Maximum Rate	(56)	9.38	(36)	9.76	(30)	10.45
Highest Maximum Rate	(56)	14.05	(36)	15.90	(30)	15.60
DESK TOP PUBL/GRAPHICS						
Lowest Starting Minimum			(11)	4.00	(18)	5.00
Average Starting Minimum			(11)	5.82	(18)	6.94
Average Rate			(10)	8.53	(17)	9.73
Average Maximum Rate			(11)	10.25	(18)	10.65
Highest Maximum Rate			(11)	15.90	(18)	14.60
LASER FORM COMPOSITION OPERATOR						
Lowest Starting Minimum	(18)	4.00	(17)	5.00	(25)	4.50
Average Starting Minimum	(18)	5.82	(17)	5.99	(25)	6.34
Average Rate	(18)	8.17	(16)	8.40	(23)	9.36
Average Maximum Rate	(21)	9.40	(18)	9.47	(28)	10.50
Highest Maximum Rate	(21)	13.65	(18)	11.64	(28)	15.19
OTHER COMPOSITION PERSONNEL						
Lowest Starting Minimum					(33)	3.50
Average Starting Minimum					(33)	6.43
Average Rate					(30)	9.42
Average Maximum Rate					(31)	10.40
Highest Maximum Rate					(31)	14.06
NEGATIVE TECHNICIAN						
Lowest Starting Minimum	(61)	3.50	(53)	4.00	(65)	3.50
Average Starting Minimum	(61)	5.97	(53)	6.16	(65)	6.59
Average Rate	(59)	8.65	(50)	9.25	(60)	9.94
Average Maximum Rate	(65)	9.84	(55)	10.42	(68)	11.14
Highest Maximum Rate	(65)	17.00	(55)	18.00	(68)	16.00

	1986	ALL U.S. PLANTS	1988	ALL U.S. PLANTS	1990	ALL U.S. PLANTS
	Count	Average	Count	Average	Count	Average
PLATE PROCESSOR						
Lowest Starting Minimum	(76)	3.50	(74)	4.00	(71)	3.50
Average Starting Minimum	(76)	5.70	(74)	6.03	(71)	6.08
Average Rate	(74)	7.56	(67)	8.28	(63)	8.77
Average Maximum Rate	(82)	8.85	(77)	9.30	(76)	9.63
Highest Maximum Rate	(82)	14.06	(77)	18.00	(76)	14.77
PROOFREADER						
Lowest Starting Minimum	(56)	3.50	(41)	4.00	(41)	3.50
Average Starting Minimum	(56)	5.48	(41)	5.89	(41)	6.36
Average Rate	(53)	7.73	(41)	8.74	(36)	9.23
Average Maximum Rate	(61)	8.77	(44)	9.59	(44)	10.26
Highest Maximum Rate	(61)	12.37	(44)	14.11	(44)	14.05
TYPESETTER						
Lowest Starting Minimum	(57)	3.50	(38)	4.00	(35)	4.50
Average Starting Minimum	(57)	5.80	(38)	5.84	(35)	6.58
Average Rate	(52)	8.19	(34)	8.31	(33)	9.70
Average Maximum Rate	(57)	9.41	(41)	9.41	(34)	10.88
Highest Maximum Rate	(57)	13.65	(41)	13.52	(34)	14.06
OTHER						
Lowest Starting Minimum	(30)	3.85	(33)	3.67	(22)	5.00
Average Starting Minimum	(30)	6.15	(33)	6.56	(22)	6.70
Average Rate	(30)	9.17	(30)	9.66	(22)	10.45
Average Maximum Rate	(33)	9.78	(34)	10.11	(24)	10.23
Highest Maximum Rate	(33)	14.06	(34)	14.11	(24)	12.55

	1986	ALL U.S. PLANTS	1988	ALL U.S. PLANTS	1990	ALL U.S. PLANTS
	Count	Average	Count	Average	Count	Average
MACHINE OPERATORS						
PRESS OPERATOR						
Percent Non-Union	(109)	81.7%	(82)	80.5%	(97)	80.4%
Percent Union		18.3%		19.5%		19.6%
Average Press Size (Largest Dimension, Inches)	(74)	20.4	(102)	21.1	(94)	18.3
Average Number of Colors	(117)	3.1	(132)	2.7	(127)	3.0
Lowest Starting Minimum	(174)	4.00	(172)	4.00	(178)	3.50
Average Starting Minimum	(174)	6.88	(172)	7.33	(178)	7.91
Average Rate	(162)	10.07	(155)	11.07	(168)	11.87
Average Maximum Rate	(189)	11.40	(178)	12.27	(181)	13.00
Highest Maximum Rate	(189)	17.00	(178)	18.08	(181)	18.00
COLLATOR OPERATOR						
Percent Non-Union	(108)	81.5%	(81)	81.5%	(96)	81.3%
Percent Union		18.5%		18.5%		18.8%
Lowest Starting Minimum	(121)	4.00	(108)	4.00	(118)	3.50
Average Starting Minimum	(121)	6.50	(108)	6.97	(118)	7.21
Average Rate	(116)	9.71	(99)	10.77	(110)	11.48
Average Maximum Rate	(132)	10.98	(109)	12.02	(119)	12.81
Highest Maximum Rate	(132)	15.80	(109)	17.40	(119)	18.00

	1986	ALL U.S. PLANTS	1988	ALL U.S. PLANTS	1990	ALL U.S. PLANTS
	Count	Average	Count	Average	Count	Average
PRESS AND COLLATOR HELPERS						
Percent Non-Union	(92)	80.4%	(70)	80.0%	(65)	78.5%
Percent Union		19.6%		20.0%		21.5%
PRESS HELPERS						
Lowest Starting Minimum	(66)	3.35	(56)	3.35	(54)	3.50
Average Starting Minimum	(66)	5.30	(56)	5.73	(54)	6.27
Average Rate	(60)	6.56	(51)	7.22	(51)	7.87
Average Maximum Rate	(67)	7.72	(56)	8.11	(57)	8.74
Highest Maximum Rate	(67)	11.13	(56)	15.36	(57)	16.00
COLLATOR HELPERS						
Lowest Starting Minimum	(71)	3.35	(63)	4.00	(48)	3.50
Average Starting Minimum	(71)	5.03	(63)	5.61	(48)	6.03
Average Rate	(70)	6.31	(57)	7.18	(45)	7.52
Average Maximum Rate	(76)	7.32	(63)	7.96	(51)	8.44
Highest Maximum Rate	(76)	10.00	(63)	12.26	(51)	13.20
MACHINE OPERATOR- PACK-TO-PACK PRESS						
PRESS						
Lowest Starting Minimum					(21)	5.00
Average Starting Minimum					(21)	6.06
Average Rate					(19)	9.12
Average Maximum Rate					(22)	10.26
Highest Maximum Rate					(22)	13.36
COLLATOR						
Lowest Starting Minimum					(19)	5.00
Average Starting Minimum					(19)	6.00
Average Rate					(16)	8.98
Average Maximum Rate					(20)	10.58
Highest Maximum Rate					(20)	15.77

	1986	ALL U.S. PLANTS	1988	ALL U.S. PLANTS	1990	ALL U.S. PLANTS
	Count	Average	Count	Average	Count	Average
OTHER FACTORY PERSONNEL						
FINISHING PERSONNEL						
Percent Non-Union	(84)	82.1%	(69)	82.6%	(84)	82.1%
Percent Union		17.9%		17.4%		17.9%
Lowest Starting Minimum	(74)	3.50	(71)	4.00	(79)	3.50
Average Starting Minimum	(74)	5.04	(71)	5.49	(79)	5.80
Average Rate	(73)	7.08	(65)	7.47	(73)	8.02
Average Maximum Rate	(82)	7.80	(73)	8.55	(82)	9.06
Highest Maximum Rate	(82)	11.64	(73)	15.00	(82)	15.77
MATERIALS HANDLING PERSONNEL						
Percent Non-Union	(103)	86.4%	(78)	80.8%	(93)	82.8%
Percent Union		13.6%		19.2%		17.2%
Lowest Starting Minimum	(95)	3.50	(85)	4.00	(87)	3.50
Average Starting Minimum	(95)	5.56	(85)	5.89	(87)	6.02
Average Rate	(92)	7.43	(76)	8.08	(81)	8.18
Average Maximum Rate	(102)	8.46	(85)	8.91	(91)	9.20
Highest Maximum Rate	(102)	11.26	(85)	14.42	(91)	13.69
MAINTENANCE PERSONNEL						
Percent Non-Union	(91)	90.1%	(69)	84.1%	(77)	85.7%
Percent Union		9.9%		15.9%		14.3%
Lowest Starting Minimum	(80)	3.35	(73)	4.00	(72)	3.50
Average Starting Minimum	(80)	6.56	(73)	7.17	(72)	7.93
Average Rate	(80)	9.67	(67)	10.73	(67)	11.75
Average Maximum Rate	(88)	10.74	(77)	11.85	(74)	12.68
Highest Maximum Rate	(88)	17.00	(77)	17.25	(74)	17.75

	1986	ALL U.S. PLANTS	1988	ALL U.S. PLANTS	1990	ALL U.S. PLANTS
	Count	Average	Count	Average	Count	Average
SUPERVISORS						
Composition						
Average Rate			(31)	12.20	(34)	14.00
Minimum Rate				7.50		8.40
Maximum Rate				20.25		22.00
Pre-Press						
Average Rate			(40)	13.99	(55)	14.97
Minimum Rate				7.50		8.37
Maximum Rate				19.00		19.38
Press						
Average Rate			(70)	15.33	(79)	16.46
Minimum Rate				10.00		11.20
Maximum Rate				24.73		28.64
Collator						
Average Rate			(40)	15.02	(61)	16.51
Minimum Rate				9.28		10.75
Maximum Rate				24.73		25.67
Bindery/Finishing						
Average Rate			(31)	12.55	(37)	13.82
Minimum Rate				6.00		8.03
Maximum Rate				21.00		21.20
Finished Goods/Warehouse						
Average Rate			(24)	14.00	(31)	14.61
Minimum Rate				5.75		7.75
Maximum Rate				19.00		19.76
Raw Materials/Warehouse						
Average Rate			(26)	11.83	(42)	14.07
Minimum Rate				5.00		6.90
Maximum Rate				19.00		19.76
Shipping						
Average Rate			(27)	11.41	(42)	13.68
Minimum Rate				6.00		7.45
Maximum Rate				19.00		19.76

	1986	ALL U.S. PLANTS	1988	ALL U.S. PLANTS	1990	ALL U.S. PLANTS
	Count	Average	Count	Average	Count	Average
FRINGE BENEFITS						
Avg. Monthly Cost Per Employee	(95)	235	(72)	259	(95)	463
BENEFITS COVERED:						
Pension			(33)	35.9%	(32)	30.8%
Health Insurance			(85)	92.4%	(101)	97.1%
Disability Insurance			(76)	82.6%	(79)	76.0%
Profit Sharing			(37)	40.2%	(53)	51.0%
Major Medical			(88)	95.7%	(94)	90.4%
Dental Insurance			(64)	69.6%	(72)	69.2%
401 K			(36)	39.1%	(47)	45.2%
Life Insurance			(84)	91.3%	(101)	97.1%
Paid Rest Periods			(37)	40.2%	(48)	46.2%
IRA Plan			(4)	4.3%	(4)	3.8%
Maternity Leave						
Percent Offering			(86)	68.6%	(104)	70.2%
No Maternity Leave				31.4%		29.8%
Day Care Program						
Percent Offering			(92)	0.0%	(104)	1.9%
No Day Care				100.0%		98.1%
VACATION AND HOLIDAYS						
Avg Number of Paid Holidays Per Year	(111)	9	(91)	9	(103)	9.3
Years of Service to Earn Vacation:						
For 5 days:	(79)	1	(70)	1	(79)	0.9
For 10 days:	(107)	2	(90)	2	(103)	1.8
For 15 days:	(98)	7	(86)	7	(98)	7.1
For 20 days	(68)	15	(58)	15	(67)	14.8

	1986	ALL U.S. PLANTS	1988	ALL U.S. PLANTS	1990	ALL U.S. PLANTS
	Count	Average	Count	Average	Count	Average
BONUS INCENTIVE PLANS						
Plant has a Plan:	(112)	27.7%	(90)	43.3%	(103)	41.7%
No Bonus:		72.3%		56.7%		58.3%
Annual Amount / Employee			(26)	888	(31)	802
Gain-Sharing			(8)	20.5%	(13)	30.2%
Individual Incentives			(20)	51.3%	(18)	41.9%
Profit Sharing			(19)	48.7%	(20)	46.5%
Pay for Knowledge (No. of Jobs)			0	0.0%	(1)	2.3%
Time Off Earned			0	0.0%	0	0.0%
Other			(7)	17.9%	(4)	9.3%
Personnel Covered in Incentive:						
Pre-Press Personnel	(18)	58.1%	(23)	59.0%	(27)	62.8%
Press Operators	(31)	100.0%	(39)	100.0%	(27)	62.8%
Collator Operators	(30)	96.8%	(36)	92.3%	(40)	93.0%
Press/Collator Helpers	(16)	51.6%	(21)	53.8%	(30)	69.8%
Finishing Personnel	(16)	51.6%	(22)	56.4%	(40)	93.0%
General Factory Workers	(16)	51.6%	(22)	56.4%	(25)	58.1%
Maintenance Workers	(15)	48.4%	(20)	51.3%	(25)	58.1%
Type of Incentive Plan:						
Individual Daily Production	(4)	12.9%	(8)	20.5%	(1)	2.3%
Individual Weekly Production	(4)	12.9%	(7)	17.9%	(2)	4.7%
Safety Record	(1)	3.2%	(2)	5.1%	(6)	14.0%
Total Department Productivity	(3)	9.7%	(7)	17.9%	(34)	79.1%
Other			(27)	69.2%	(2)	4.7%

QUESTIONNAIRE

APPENDIX B

CODE NUMBER _____

1990 IBFI PRODUCTION EMPLOYEES COST SURVEY

INSTRUCTIONS

DEADLINE:

February 16, 1990

Please read and follow these instructions so that your report is comparable to other company reports.

1. If at all possible, type all information.
2. PLEASE DO NOT LEAVE ANY BLANKS. Use a zero or a slash mark for any lines which do not apply to your plant.
3. Complete a separate report for each plant. BE SURE TO FILL IN THE ZIP CODE OF EACH PLANT. Results will be summarized by three digit zip code unless that code would identify your plant, in which case a one or two digit code will be used.
4. SHIFT DIFFERENTIAL: Please state in terms of cents per hour or a percentage of the base rate.
5. MINIMUM-MAXIMUM-AVERAGE RATES: Minimum rates are the lowest straight time hourly rates you would pay an employee for that same job classification. Maximum rates are the highest straight time hourly rates you would pay an employee for that same job classification. Do not include any red circled rates. IF YOU HAVE ONLY ONE RATE, LIST IT IN THE MAXIMUM COLUMN. For the average rate, use only non-apprentice employees, not just average of the minimum and maximum.
6. EXPIRATION DATE: All wages should be those in effect on Dec. 31, 1989.
7. JOB CLASSIFICATIONS: If your job classifications do not correspond to those listed, choose the closest approximation.
8. PREPRESS: If you do not distinguish in title and rate among preparatory department jobs, describe that position in one of the blank spaces and provide the appropriate rates.
9. PRESS OPERATOR RATES: If you pay all forms press operators the same scale regardless of equipment or job, show that scale on the first line. If your rates vary by equipment or job, list the benchmark rates (lowest scale) for that equipment on the first line followed by the variations due to the job. Continue listing each benchmark rate followed by variations for each kind of press that has a unique rate. EXAMPLE: A company has 22 X 32 four-color single web presses and 14 X 20 four-color single web presses. Its rates vary with number of colors and press size. That company's report would look like this:

		Wage Rates			
Press Manufacturer	Size	No. of Colors	Starting Minimum	Average Rate	Maximum Rate
	22 x 32	1	\$6.00	\$8.00	\$10.50
	22 x 32	2	6.50	8.25	10.75
	14 x 20	3	5.00	6.25	8.00
	14 x 20	4	7.50	8.25	11.25

(Instructions continued on next page.)

INSTRUCTIONS *(continued from page 1)*

10. COLLATOR OPERATORS: If collator operators are paid the same rate regardless of equipment or jobs, show that scale on the first line. If your rates vary by equipment or job, describe the unique characteristics(s) determining that scale.
11. FRINGE BENEFIT COSTS: Premiums or other expense of disability or sick benefit insurance plans (life insurance, dental, pension, retirement or profit-sharing plans, etc.) as they cover production employees. This rate should INCLUDE social security and other payroll taxes, such as unemployment insurance. It should not include paid holidays and vacation plans.
12. DEADLINE: The Deadline for participating in the survey is February 16, 1990.
13. COST: All participants will be billed \$125.00 to defray expenses and will automatically receive a copy of the final results.

PLEASE RETURN TO:

(a preaddressed
envelope is
enclosed)

ASSOCIATION RESEARCH, INC.
15850 Crabbs Branch Way, Suite 160
Rockville, MD 20855
(301) 948-1262, FAX (301) 948-1435

Name of respondent _____

(Do not include company name.)

International Business Forms Industries, Inc.
1990 IBFI Production Employees Cost Survey

NOTE: Report wages paid on December 31, 1989.

Zip code number for this plant _____

COMPANY PROFILE:

Production Employee Breakdown:

Prepress Personnel _____
 Machine Operator _____
 Press Operator _____
 Collator Operator _____
 Press/Collator Helper _____
 Bindery & General Plant _____
 TOTAL PROD. EMPLOYEES _____

Average Total Monthly Wage Bill:

For production employees \$ _____

What percentage wage increase was in effect on
 Dec. 31, 1989, over Dec. 31, 1988? _____ %

What percentage wage increase do you expect
 for Dec. 31, 1990, over Dec. 31, 1989? _____ %

Labor Turnover:

How many production employees left the company in 1989? _____

Which job classification had the greatest
 turnover rate? (see classifications below) _____

GENERAL DATA:

Work week hours (by shift) 1st _____ 2nd _____ 3rd _____
 Shift differential 2nd _____ 3rd _____
 Overtime basis After _____ hrs. Daily () Weekly ()
 Overtime rate (1.5x, 2x, etc.) daily/weekly _____ Sat. _____ Sun. _____
 Cost of living allowance Yes () No ()
 If yes, formula _____
 Maternity leave Yes () No ()
 Day-care Program Yes () No ()

SPECIFIC WAGE RATES:

I. PREPRESS PERSONNEL

() Non-Union () Union

Wage Rates	Starting Minimum	Average Rate	Maximum Rate
Copy Artist	_____	_____	_____
Desk Top Publ./Graphics . . .	_____	_____	_____
Laser Form Composition Operator	_____	_____	_____
Other Composition Personnel .	_____	_____	_____
Negative Technician/Stripper	_____	_____	_____
Plate Processor	_____	_____	_____
Proofreader	_____	_____	_____
Typesetter	_____	_____	_____
Other _____	_____	_____	_____

II. MACHINE OPERATOR NOTE: Complete for web/rotary presses only.

PRESS (Indicate kind of press ONLY if rates differ)

() Non-union () Union

Manufacturer	Size	Wage Rates			
		No. of Colors	Starting Minimum	Average Rate	Maximum Rate

COLLATOR (Indicate kind of collator ONLY if rates differ)

() Non-union () Union

Collator Type (number of stations)	Starting Minimum	Average Rate	Maximum Rate
---------------------------------------	------------------	--------------	--------------

_____	_____	_____	_____
-------	-------	-------	-------

_____	_____	_____	_____
-------	-------	-------	-------

PRESS &/OR COLLATOR HELPERS

() Non-union () Union

Starting Minimum	Average Rate	Maximum Rate
------------------	--------------	--------------

Press Helper	_____	_____	_____
------------------------	-------	-------	-------

Collator Helper	_____	_____	_____
---------------------------	-------	-------	-------

III. MACHINE OPERATOR - PACK TO PACK PRESS ONLY

PRESS

() Non-union () Union

Starting Minimum	Average Rate	Maximum Rate
------------------	--------------	--------------

Press	_____	_____	_____
-----------------	-------	-------	-------

COLLATOR

() Non-union () Union

Collator	_____	_____	_____
--------------------	-------	-------	-------

IV. OTHER PLANT PERSONNEL

Starting Minimum	Average Rate	Maximum Rate
------------------	--------------	--------------

Bindery & Finishing Personnel	_____	_____	_____
-------------------------------	-------	-------	-------

() Non-union () Union	_____	_____	_____
-------------------------	-------	-------	-------

Materials Handling	_____	_____	_____
------------------------------	-------	-------	-------

() Non-union () Union	_____	_____	_____
-------------------------	-------	-------	-------

Maintenance (Equipment)	_____	_____	_____
-----------------------------------	-------	-------	-------

() Non-union () Union	_____	_____	_____
-------------------------	-------	-------	-------

(This does not include general custodial personnel.)

V. SUPERVISORS

Please list the actual hourly rate for the following plant supervisor positions.

(If there is more than one supervisor, report the average.)

	Rate/Hour		Rate/Hour
Composition Supervisor	\$ _____	Bindery/Finishing Super.	\$ _____
Pre-Press Supervisor	_____	Raw Materials Warehouse Super.	_____
Press Supervisor	_____	Finished Goods Warehouse Super.	_____
Collator Supervisor	_____	Shipping Super.	_____

FRINGE BENEFITS

1. Average MONTHLY cost per covered production employee of all fringe benefits EXCLUDING paid holiday and vacation plans. (See instructions.) (Include mandatory payments such as social security (FICA) and unemployment insurance.)

\$ _____ per month per employee.

2. Check if any of the following benefits are provided:

☐ Pension	☐ Health Insurance	☐ Disability Insurance
☐ Profit Sharing	☐ Major Medical	☐ Dental Insurance
☐ 401 K	☐ Life Insurance	☐ Paid Rest Periods
☐ IRA Plan		

VACATION & HOLIDAYS

1. Number of paid holidays per year _____.

2. How many years of service must an employee work to earn these days of vacation?

_____ Yrs. for 5 Days	_____ Yrs. for 10 Days	_____ Yrs. for 15 Days
_____ Yrs. for 20 Days	Other _____	

BONUS INCENTIVE PLANS

1. Does your plant have a bonus incentive plan for any of your production workers?
☐ Yes ☐ No

a. If yes, average bonus amount paid per employee per year \$ _____.

- b. If yes, please check the appropriate plan(s) for your plant.

☐ Gain-Sharing (e.g., Scanlon plan): a company or unit-wide bonus system that rewards all eligible members for improved performance, based on a pre-determined formula or target.

☐ Individual Incentives: bonus pay tied to worker's performance.

☐ Profit Sharing: employees receive annual bonus or share based on overall corporate profit performance.

☐ Pay for Knowledge: determined by number of jobs an employee can do.

☐ Time Off: for exceptional performance, employees earn time off with pay.

☐ Other (Please describe.) _____

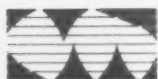
- c. If yes, please check the job category(ies) that fall under this plan:

☐ Pre-press personnel	☐ Finishing personnel
☐ Press operators	☐ General plant workers
☐ Collator operators	☐ Maintenance
☐ Press/Collator helpers	

- d. If yes, indicate criteria used to determine bonus:

☐ Individual daily production	☐ Total department productivity
☐ Individual weekly production	☐ Other _____

Thank you. Please return to ARI in the enclosed reply envelope.



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